

# Comprehensive Guide to the Annual Performance Report for Educator Preparation Programs



2022 Version





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#### Overview

The State Board of Education (Board) is charged with the initial approval and continuing accreditation of Educator Preparation Programs (EPPs) and their individual certification programs (<u>5 CSR 20-400.440</u>). Both processes are based upon Missouri Standards for the Preparation of Educators (MoSPE).

#### **Initial Approval**

New certification programs must be approved by the Board through the initial approval process before the hosting EPP is able to recommend preparation program candidates for certification in Missouri. EPPs must provide evidence that the program(s) in question meets the MoSPE requirements. If the Board finds this evidence convincing, the program will receive initial approval. Contact <a href="DESE's Educator Preparation Section">DESE's Educator Preparation Section</a> for more information on this process.

#### **Continuing Accreditation**

After gaining initial approval, all certification programs must earn continuing accreditation each year. The Annual Performance Report for Educator Preparation Programs (APR-EPP) process collects and documents data aligned with the nine Missouri Teacher Standards. Based upon its review of the data, the Board makes one of the following determinations.

**Accredited:** The Board acknowledges that the program is adequately preparing educators and may continue to recommend candidates for certification. Programs that earn 70 percent or more of the points possible will receive this designation.

**Provisionally Accredited:** A program that earns fewer than 70 percent of the points possible in two consecutive years will be designated as "Provisionally Accredited" by the Board. The program will be provided with a timeline for addressing these areas. In the meantime, the EPP retains the ability to continue to recommend candidates in that certification area.

*Unaccredited*: The Board determines that program previously designated as "Provisionally Accredited" has not made sufficient progress and removes the EPP's authority (i.e. "approval") to recommend candidates for certification in this area.

#### Glossary

The following is a glossary of terms related to APR-EPP process.

**Program Completer:** A person who met all the requirements of a state-approved educator preparation program. Documentation may take the form of a degree, institutional certificate, program credential, transcript, or other written proof of having met the program's requirements. In applying this definition, the fact that an individual has or has not been recommended to the state for initial certification or licensure may not be used as criterion for determining who is a program completer. Completers include any student who completed a program of study to become a teacher, librarian, student services provider (e.g. school counselor), and school leader (e.g. principal).

**Certification Area:** One of the fields in which individuals may be licensed by DESE to work in Missouri schools. The list of certification areas is included in Appendix A.

**Certification Candidate:** An individual who has completed the requirements for a degree program leading to certification and/or a certification-only program, including the passage of the Missouri Content Assessment (MoCA), GPA, and the performance assessment. The certification candidate must be eligible to be recommended by the educator preparation program for certification

Certificated Candidate: A Certification Candidate who received Missouri certification.

**Reported GPA:** Grade Point Average (GPA) data collected on program completers who met the GPA requirements for degree completion. Content areas GPA (e.g., Mathematics 9-12 or Chemistry 9-12) and professional programs have a GPA reporting requirement. A full list of programs with GPA reporting requirements is included in appendix B.

**Missouri Performance Assessment:** State-required performance assessment used to evaluate educator candidates during a culminating clinical experience. Completed by both an EPP representative and the site-based supervisor.

#### Methodology

Each fall, EPPs submit data associated with all individuals who became Program Completers during the previous academic year (fall, spring, and summer). Based upon data provided by EPPs and third-party vendors, DESE identifies Certification Candidates. The APR-EPP is generated entirely from data associated with Certification Candidates.

For each certification program, DESE then calculates a score for each standard using the processes described in the following pages. The points earned for each standard are then totaled and divided by the number of points possible. This percentage represents the program's APR-EPP score and is the basis for accreditation determinations made by the Board.

#### **EPP-Submitted Data**

In addition to required identifying and demographic data, EPPs must submit Missouri Educator Evaluation System (MEES) data for each Program Completer. See Appendix D for specific submission guidelines.

#### **Determination of Certification Candidates**

Business logic for calculating Certification Candidates to determine if a program completer is a certification candidate includes information from GPA (Program & Content), Missouri Content Assessment, and the performance assessments.

#### **Cell Size Considerations for Individual Performance Indicators**

In order to generate publicly available data on a particular metric, a certification program must have a total of at least 10 certification candidates during the past five years. This method results in pooled averages for each standard. "Pooling" means that all the data collected over the five-year period will be accumulated, and a single aggregate data point will be computed from those data.

Individual certification area reports will be released securely to EPPs for planning purposes, regardless of cell size. The report will be provided for the purposes of continuous improvement and will be used as a basis for making accountability decisions even if the number of certification candidates is too few to allow for public reporting.

#### **Survey Participation Rate**

Participation rates are calculated for standards derived from first-year educator survey data. In order for a certification program to be held accountable for these standards, a participation rate of 40 percent or greater is necessary.

The participation rate for the First-Year Educators' Overall Preparation standard is calculated as x/y, where:

- x = number of certificated candidates that received and completed the survey; and
- y = number of certificated candidates that received a survey.

## **Calculating Teacher APR-EPP Scores**

			, and tools of inquiry of the discipline(s) an matter meaningful and engaging for all students	
Business Logic	Evaluation System (MEE)	S) and surveys. Points from early 100 to get the Percent Earn of	Content Assessment (MoCA), GPA, Missich indicator will be totaled and divided by of Total. The total will be multiplied by the	the total points
ndicator	regardless of when the sco  Certification Candida  Scores are based on the EPP certification program Candidates for five year.	ore was earned.  ate scores are reported when the average of best attempt(s)	per SSN per certification program. below based on the average from the Certif	
Special Notes	and both sections of  Elementary:  Language And Studies (Test)  Mathematics  Special Note — Studies  MoCA  Mold/Moderate Comparison of the	rts (Test Code 007), Mathema t Codes 010) or s/Science (Test 073) and Lang lents in Mild/Moderate Cross- Cross-Categorical Special Edu CA test included in Certifica in be located in appendix A)	tion Areas 4, 5, and 6 are individual tests w 220.0 due to the requirements for a Ce	09) and Social  ing test of  s (Certification
	But to COVID-19, 2			
Scoring Guide	- But to COVID-13, 24			
Scoring Guide		Mo	CA	
coring Guide		Average Range	Points	
coring Guide		Average Range 250.0 +	Points 50.0	
coring Guide		Average Range 250.0 + 245.0 - 249.9	Points 50.0 47.5	
coring Guide		Average Range 250.0 + 245.0 - 249.9 240.0 - 244.9	Points 50.0 47.5 45.0	
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Scoring Guide		Average Range 250.0 + 245.0 - 249.9 240.0 - 244.9 235.0 - 239.9 230.0 - 234.9	Points 50.0 47.5 45.0 42.5 40.0	
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		Grade Poin	t Average (GPA)	
		Average Range	Points	
		3.60 +	20.00	
		3.40 – 3.59	19.25	
		3.20 – 3.39	18.50	
		3.00 – 3.19	17.75	
		2.75 – 2.99	17.00	
Indicator	MEES			
	<ul> <li>Cooperating Teach</li> </ul>	chers (CT) and University Supe	rvisors (US) will submit data for the i	required nine standar
	<ul> <li>Certification Can</li> </ul>	didate scores are reported when	the "n" size is 10 or more.	
	<ul> <li>MEES Standard</li> </ul>	1 from the data submission will	be used in the calculation.	
	<ul> <li>For each</li> </ul>	n certification candidate, the Cl	and the US summative scores will be	e added together and
	divided			
			certification candidate will be added a	
			otain an average score for each EPP C	ertification Area. Th
		will determine points on the sc		
	<ul> <li>Scores a</li> </ul>	are based on all available years	in the APR-EPP starting with 2018.	
Special Notes	Due to COVID-1	9, the 2020 APR was suspende	ed and no data collected.	
Scoring Guide				_
		Perform	ance Assessments	
		Average Range	Points	
		2.50 +	10	
		2.25 - 2.49	9	
		2.00 - 2.24	8	
		1.75 – 1.99	7	
		1.50 – 1.74	6	
		1.25 – 1.49	5	
		1.00 – 1.24	4	
		0.00 - 0.99	0	
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Indicator	First-Year Teacher Su	•		
			ey (IPP) to gather the First-Year Teach	
			urvey and the First-Year Teacher Sup	
	_	and average by each standard. S	survey items are used to generate poin	ts associated with the
	standard.			
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	○ In order to be ■ A minin	num of 10 surveys must be retu		
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	<ul> <li>In order to be</li> <li>A minin</li> <li>The part</li> <li>Indicator #1</li> </ul>	num of 10 surveys must be retuicipation rate must be at least 4 is the average of all First-Year	0 percent. Teacher Survey responses related to S	
	<ul> <li>In order to be</li> <li>A minin</li> <li>The part</li> <li>Indicator #1</li> <li>Indicator #2</li> </ul>	num of 10 surveys must be retu icipation rate must be at least 4 is the average of all First-Year is the average of all First-Year	0 percent. Teacher Survey responses related to S Teacher Supervisor Survey responses	related to Standard 1
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	<ul> <li>In order to be</li> <li>A minin</li> <li>The part</li> <li>Indicator #1</li> <li>Indicator #2</li> <li>All responses received for</li> </ul>	num of 10 surveys must be retu icipation rate must be at least 4 is the average of all First-Year is the average of all First-Year s related to Standard 1 on the st each EPP certification program	0 percent. Teacher Survey responses related to S Teacher Supervisor Survey responses urveys are totaled and divided by the r .	related to Standard 1 number of responses
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	<ul> <li>In order to be</li> <li>A minin</li> <li>The part</li> <li>Indicator #1</li> <li>Indicator #2</li> <li>All responses received for each of the second management</li> </ul>	num of 10 surveys must be returicipation rate must be at least 4 is the average of all First-Year is the average of all First-Year is related to Standard 1 on the steach EPP certification program upporting data pages there is a for First-Year Teacher Supervi	0 percent. Teacher Survey responses related to S Teacher Supervisor Survey responses urveys are totaled and divided by the r . column for First-Year Teacher Surveysor Survey responses.	related to Standard I number of responses y responses and a
	<ul> <li>In order to be</li> <li>A minin</li> <li>The part</li> <li>Indicator #1</li> <li>Indicator #2</li> <li>All responses received for</li> <li>On the s column</li> <li>The</li> </ul>	num of 10 surveys must be retu- icipation rate must be at least 4 is the average of all First-Year is the average of all First-Year is related to Standard 1 on the st each EPP certification program upporting data pages there is a for First-Year Teacher Supervi	O percent. Teacher Survey responses related to S Teacher Supervisor Survey responses urveys are totaled and divided by the r . column for First-Year Teacher Surveysor Survey responses. her responses are added and divided by	related to Standard I number of responses y responses and a
	<ul> <li>In order to be</li> <li>A minin</li> <li>The part</li> <li>Indicator #1</li> <li>Indicator #2</li> <li>All responses received for</li> <li>On the socolumn</li> <li>The</li> </ul>	num of 10 surveys must be retu- icipation rate must be at least 4 is the average of all First-Year is the average of all First-Year is related to Standard 1 on the st each EPP certification program upporting data pages there is a for First-Year Teacher Supervi- is scores for the First-Year Teach upleted. The average scores will	O percent. Teacher Survey responses related to S Teacher Supervisor Survey responses arveys are totaled and divided by the r column for First-Year Teacher Survey for Survey responses. her responses are added and divided by determine points received.	related to Standard I number of responses y responses and a y the number of surv
	<ul> <li>In order to be</li> <li>A minin</li> <li>The part</li> <li>Indicator #1</li> <li>Indicator #2</li> <li>All responses received for end of the second or the second or the comment</li> <li>The</li> <li>The</li> </ul>	num of 10 surveys must be retu- icipation rate must be at least 4 is the average of all First-Year is the average of all First-Year is related to Standard 1 on the standard EPP certification program upporting data pages there is a for First-Year Teacher Supervi- escores for the First-Year Teach appleted. The average scores will escores for the First-Year Teach	O percent. Teacher Survey responses related to S Teacher Supervisor Survey responses arveys are totaled and divided by the r column for First-Year Teacher Survey for Survey responses. her responses are added and divided by determine points received. her Supervisor responses are added an	related to Standard 1 number of responses were responses and a standard the number of surved divided by the number of surved divided by the number of surved
	<ul> <li>In order to be</li> <li>A minin</li> <li>The part</li> <li>Indicator #1</li> <li>Indicator #2</li> <li>All responses received for</li> <li>On the s column</li> <li>The com</li> <li>The of s</li> </ul>	num of 10 surveys must be returcicipation rate must be at least 4 is the average of all First-Year is the average of all First-Year is related to Standard 1 on the steach EPP certification program upporting data pages there is a for First-Year Teacher Supervite scores for the First-Year Teach pleted. The average scores will excores for the First-Year Teacher Supervite scores for the First-Year Teacher Supervite Supervited Sup	O percent. Teacher Survey responses related to S Teacher Supervisor Survey responses reveys are totaled and divided by the r column for First-Year Teacher Survey for Survey responses. her responses are added and divided by the responses are added and divided by the responses are added and divided by the responses are added and score will determine points received.	related to Standard 1 number of responses were responses and a survey the number of survey divided by the number of survey the number o
	<ul> <li>In order to be</li> <li>A minin</li> <li>The part</li> <li>Indicator #1</li> <li>Indicator #2</li> <li>All responses received for</li> <li>On the s column</li> <li>The com</li> <li>The poir</li> <li>The poir</li> </ul>	num of 10 surveys must be returcicipation rate must be at least 4 is the average of all First-Year is the average of all First-Year is related to Standard 1 on the steach EPP certification program upporting data pages there is a for First-Year Teacher Supervite scores for the First-Year Teacher Supervite Supervited Su	O percent. Teacher Survey responses related to S Teacher Supervisor Survey responses urveys are totaled and divided by the r column for First-Year Teacher Surveys or Survey responses. Her responses are added and divided by determine points received. Her Supervisor responses are added an score will determine points received. Heacher responses and First-Year Teach	related to Standard 1 number of responses were responses and a survey the number of survey didivided by the number of survey to the number of survey t
	<ul> <li>In order to be</li> <li>A minin</li> <li>The part</li> <li>Indicator #1</li> <li>Indicator #2</li> <li>All responses received for</li> <li>On the s column</li> <li>The com</li> <li>The poin are adde</li> </ul>	num of 10 surveys must be returcicipation rate must be at least 4 is the average of all First-Year is the average of all First-Year is related to Standard 1 on the steach EPP certification program upporting data pages there is a for First-Year Teacher Supervite scores for the First-Year Teach pleted. The average scores will excores for the First-Year Teacher Supervite scores for the First-Year Teacher Supervite Supervited Sup	O percent. Teacher Survey responses related to S Teacher Supervisor Survey responses urveys are totaled and divided by the r . column for First-Year Teacher Survey sor Survey responses. her responses are added and divided by determine points received. her Supervisor responses are added an score will determine points received. acher responses and First-Year Teach don the summary page.	related to Standard 1 number of responses were responses and a survey the number of survey divided by the number of survey div

Special Notes

Due to COVID-19, the 2020 APR was suspended and no data collected.

First	-Year Survey
Average Range	Points
4.0 - 5.0	5
3.0 – 3.9	4
2.0 - 2.9	3
0.0 – 1.9	0

## **Teacher Program Standard 2: Student Learning and Development**

Definition			res, and tools of inquiry of the discipl ct matter meaningful and engaging fo	
Business Logic	divided by the total poin		d surveys. Points from each indicator 100 to get the Percent Earn of Total. reighted score.	
Indicator	<ul> <li>Certification Candid</li> <li>MEES Standard 2 f</li> <li>For each of divided by</li> <li>The average number of average with</li> </ul>	two. ge summative score for each concertification candidates to oball determine points on the score	the "n" size is 10 or more. be used in the calculation. and the US summative scores will be certification candidate will be added a tain an average score for each EPP C	and divided by the total
Special Notes	Due to COVID-19, the	2020 APR was suspended an	d no data collected.	
Scoring Guide				_
			ance Assessments	
		Average Range	Points	
		2.50 + 2.25 - 2.49	9	
		2.25 - 2.49	8	
		1.75 – 1.99	7	
		1.50 – 1.74	6	-
		1.25 – 1.49	5	
		1.00 – 1.24	4	
		0.00 - 0.99	0	
Indicator	Survey responses from assigned a score and standard.  In order to be reaction of the particity of the supercolumn for the sup	the the IPP to gather the First-Year Teacher Suraverage by each standard. Sureported in of 10 surveys must be returnation rate must be at least 40 the average of all First-Year Telated to Standard 2 on the sure the EPP certification program. Porting data pages there is a conference of the First-Year Teacher Supervisores for the First-Year Teacher teld. The average scores will	O percent. Feacher Survey responses related to S Feacher Supervisor Survey responses rveys are totaled and divided by the r column for First-Year Teacher Survey	standard 2. related to Standard 2. number of responses y responses and a y the number of surveys

First	-Year Survey
Average Range	Points
4.0 - 5.0	5
3.0 – 3.9	4
2.0 – 2.9	3
0.0 – 1.9	0

## **Teacher Program Standard 3: Curriculum Implementation**

Definition			res, and tools of inquiry of the disciplict matter meaningful and engaging for	
Business Logic	divided by the total poin		d surveys. Points from each indicator 100 to get the Percent Earn of Total. reighted score.	
Indicator	Certification Candid     MEES Standard 3 fr	two. ge summative score for each control certification candidates to obtain the score based on all available years in	the "n" size is 10 or more. be used in the calculation. and the US summative scores will be sertification candidate will be added a tain an average score for each EPP Coring guide. In the APR-EPP starting with 2018.	and divided by the total
Special Notes	• Due to COVID-19,	the 2020 APR was suspended	d and no data collected.	
Scoring Guide		Dorforme	ance Assessments	1
		Average Range	Points	
		2.50 +	10	
		2.25 – 2.49	9	
		2.00 – 2.24	8	
		1.75 – 1.99	7	
		1.50 – 1.74	6	
		1.25 – 1.49	5	
		1.00 – 1.24	4	
		0.00 - 0.99	0	
Indicator	Survey responses from assigned a score and standard.  In order to be reconstructed a minimum.  A minimum.  The particity of Indicator #1 is the second of survey.  All responses recovered for each of the supplement of the second of survey.	the the IPP to gather the First-Year Teacher Surface by each standard. Surface by each standard surface by each east 40 the average of all First-Year Teacher average of all First-Year Teacher by each EPP certification program. First-Year Teacher Supervisores for the First-Year Teacher etc. The average scores will ores for the First-Year Teacher eys completed. The average standard surface is a complete of the First-Year Teacher eys completed. The average standard surface is a complete of the First-Year Teacher eys completed. The average surface is a complete of the First-Year Teacher eys completed. The average surface is a complete of the First-Year Teacher eys completed. The average surface is a complete of the First-Year Teacher eys completed. The average surface is a complete of the first-Year Teacher eys completed. The average surface is a complete of the first-Year Teacher eys completed. The average surface is a complete of the first-Year Teacher eys complete eys complete of the first-Year Teacher eys complete eys eys complete eys eys complete eys eys complete eys eys eys eys eys eys eys eys eys ey	O percent. Teacher Survey responses related to S Teacher Supervisor Survey responses rveys are totaled and divided by the resolumn for First-Year Teacher Survey or Survey responses.  er responses are added and divided by	tandard 3. related to Standard 3. number of responses responses and a y the number of surveys d divided by the number

First	-Year Survey
Average Range	Points
4.0 - 5.0	5
3.0 – 3.9	4
2.0 – 2.9	3
0.0 – 1.9	0

## **Teacher Program Standard 4: Critical Thinking**

		_		
Definition		* .	es, and tools of inquiry of the disciplet matter meaningful and engaging for	
Business Logic	divided by the total poin		I surveys. Points from each indicator 100 to get the Percent Earn of Total. eighted score.	
Indicator	<ul> <li>Certification Candid</li> <li>MEES Standard 4 from For each condivided by</li> <li>The average number of average wind</li> </ul>	two. ge summative score for each c certification candidates to obt Il determine points on the sco	the "n" size is 10 or more.  be used in the calculation.  and the US summative scores will be  ertification candidate will be added a ain an average score for each EPP C	and divided by the tot
Special Notes	Due to COVID-19, the 2	2020 APR was suspended and	l no data collected.	
Scoring Guide				٦
			nce Assessments	-
		Average Range 2.50 +	Points 10	
		2.25 – 2.49	9	
		2.00 – 2.24	8	-
		1.75 – 1.99	7	
		1.50 – 1.74	6	
		1.25 – 1.49	5	
		1.00 – 1.24	4	
		0.00 - 0.99	0	
Indicator	<ul> <li>Survey responses from assigned a score and standard.</li> <li>In order to be remarked.</li> <li>A minimum.</li> <li>The participal of the indicator #1 is the standard.</li> <li>All responses remarked.</li> </ul>	th the IPP to gather the First-Year Teacher Surface by each standard. Surface by each standard. Surface by each standard and of 10 surveys must be return pation rate must be at least 40 the average of all First-Year Telated to Standard 4 on the surface by EPP certification program.		standard 4. related to Standard 4 number of responses

Special Notes	Due to COVID-19, the 2	020 APR was suspended an	d no data collected.
Scoring Guide			
		First	-Year Survey
		Average Range	Points
		4.0 - 5.0	5
		3.0 - 3.9	4
		2.0 - 2.9	3
		0.0 - 1.9	0
	1		

## **Teacher Program Standard 5: Classroom Environment**

Definition			es, and tools of inquiry of the det matter meaningful and engag	
Business Logic	divided by the total poin		I surveys. Points from each ind 100 to get the Percent Earn of a eighted score.	
Indicator	<ul> <li>Certification Candid</li> <li>MEES Standard 5 ft</li> <li>For each condivided by</li> <li>The average number of average wi</li> </ul>	two. e summative score for each control cartification candidates to obtain the score of the scor	the "n" size is 10 or more. be used in the calculation. and the US summative scores vertification candidate will be acain an average score for each E	Ided and divided by the total EPP Certification Area. The
Special Notes	Due to COVID-19, the 2	2020 APR was suspended and	l no data collected.	
Scoring Guide				
			nce Assessments Points	
		Average Range 2.50 +	10	
		2.25 – 2.49	9	
		2.00 – 2.24	8	
		1.75 – 1.99	7	
		1.50 – 1.74	<u>6</u>	
		1.25 – 1.49 1.00 – 1.24	<u>5</u>	
		0.00 - 0.99	0	
Business Logic	divided by the total poin multiplied by the weight	ts possible and multiplied by ed percentage to obtain the w	I surveys. Points from each ind 100 to get the Percent Earn of Teighted score.	
Indicator	Survey responses from assigned a score and standard.  In order to be received for each of survey.  The score and standard.  Indicator #2 is the score and standard.  All responses received for each of survey.  The points	the IPP to gather the First-Year Teacher Surveys must be returned and of 10 surveys must be returned to a verage of all First-Year Teacher average of all First-Year Telated to Standard 5 on the surveys data pages there is a conting data pages data p	reacher Survey responses related eacher Supervisor Survey responses are totaled and divided by column for First-Year Teacher Survey responses. For survey responses are added and divided termine points received. For Supervisor responses are additional eacher will determine points received for eacher responses and First-Year supervisors and Firs	d to Standard 5. onses related to Standard 5. othe number of responses Survey responses and a ded by the number of surveys ded and divided by the number gived.

Special Notes	Due to COVID-19, the 2	2020 APR was suspended an	d no data collected.
Scoring Guide			
		First	-Year Survey
		Average Range	Points
		4.0 - 5.0	5
		3.0 - 3.9	4
		2.0 - 2.9	3
		0.0 - 1.9	0

## **Teacher Program Standard 6: Effective Communication**

Definition	The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.					
Business Logic	Calculations will include information from MEES and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.					
Indicator	<ul> <li>MEES</li> <li>CT and US will submit data for the required nine standards.</li> <li>Certification Candidate scores are reported when the "n" size is 10 or more.</li> <li>MEES Standard 6 from the data submission will be used in the calculation. <ul> <li>For each certification candidate, the CT and US summative scores will be added together and divided by two.</li> <li>The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide.</li> <li>Scores are based on all available years in the APR-EPP starting with 2018.</li> </ul> </li> <li>Due to COVID-19, the 2020 APR was suspended and no data collected.</li> </ul>					
Special Notes	Due to COVID-19, the 2	2020 APK was suspended an	d no data collected.			
Scoring Guide		D C		1		
		Average Range	nce Assessments Points			
		2.50 +	10			
		2.25 – 2.49	9			
		2.00 – 2.24	8			
		1.75 – 1.99	7			
		1.50 – 1.74	6			
		1.25 – 1.49	5			
		1.00 - 1.24	4			
		0.00 - 0.99	0			
Business Logic	divided by the total poin		d surveys. Points from each indicator 100 to get the Percent Earn of Total. eighted score.			
Indicator	Survey responses from assigned a score and standard.  In order to be responsed in the participation of the participation of the second of the supposed of the score of surverse and the score of surverse of the score of the	the IPP to gather the First-Year Teacher Subaverage by each standard. Subaverage by each standard. Subaverage by each standard. Subaverage of 10 surveys must be returned in order and in order in or	Percent. Peacher Survey responses related to Seacher Supervisor Survey responses reveys are totaled and divided by the notation of First-Year Teacher Surveyor Survey responses. Per responses are added and divided by determine points received. Per Supervisor responses are added and score will determine points received. Per control of the summary page.	ts associated with the standard 6. related to Standard 6. number of responses are responses and a sy the number of surveys divided by the number		

Special Notes	Due to COVID-19, the	2020 APR was suspended an	d no data collected.
Scoring Guide			
		First	-Year Survey
		Average Range	Points
		4.0 - 5.0	5
		3.0 – 3.9	4
		2.0 – 2.9	3
		0.0 - 1.9	0

#### Teacher Program Standard 7: Assessment and Data Analysis

Definition	The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.				
Business Logic	Calculations will include information from MEES and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.				
Indicator	<ul> <li>MEES</li> <li>The CT and US will submit data for the required nine standards.</li> <li>Certification Candidate scores are reported when the "n" size is 10 or more.</li> <li>MEES Standard 7 from the data submission will be used in the calculation.</li> <li>For each certification candidate, the CT and the US summative scores will be added together divided by two.</li> <li>The average summative score for each certification candidate will be added and divided by the number of certification candidates to obtain an average score for each EPP Certification Area average will determine points on the scoring guide.</li> <li>Scores are based on all available years in the APR-EPP starting with 2018.</li> </ul>				
Special Notes	Due to COVID-19, the 2	2020 APR was suspended an	d no data collected.		
Scoring Guide			·		
			nce Assessments		
		Average Range	Points		
		<b>2.50</b> +	10		

Performance Assessments				
Average Range Points				
2.50 +	10			
2.25 – 2.49	9			
2.00 - 2.24	8			
1.75 – 1.99	7			
1.50 – 1.74	6			
1.25 – 1.49	5			
1.00 – 1.24 4				
0.00 - 0.99	0			

#### Indicator First-Year Teacher Surveys

- DESE contracts with the IPP to gather the First-Year Teacher Survey responses.
- Survey responses from the First-Year Teacher Survey and the First-Year Teacher Supervisor Survey are
  assigned a score and average by each standard. Survey items are used to generate points associated with the
  standard.
  - o In order to be reported
    - A minimum of 10 surveys must be returned, **AND**
    - The participation rate must be at least 40 percent.
  - o Indicator #1 is the average of all First-Year Teacher Survey responses related to Standard 7.
  - o Indicator #2 is the average of all First-Year Teacher Supervisor Survey responses related to Standard 7.
  - All responses related to Standard 7 on the surveys are totaled and divided by the number of responses received for each EPP certification program.
    - On the supporting data pages there is a column for First-Year Teacher Survey responses and a column for First-Year Teacher Supervisor Survey responses.
      - The scores for the First-Year Teacher responses are added and divided by the number of surveys completed. The average scores will determine points received.
      - The scores for the First-Year Teacher Supervisor responses are added and divided by the number of surveys completed. The average score will determine points received.
    - The points received from First-Year Teacher responses and First-Year Teacher Supervisor responses are added and the total points are placed on the summary page.
- Scores are based on all available years in the APR-EPP starting with 2018.

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## **Teacher Program Standard 8: Professionalism**

Definition	The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.				
Business Logic	Calculations will include information from MEES and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.				
Indicator	<ul> <li>Certification Candid</li> <li>MEES Standard 8 from For each condition of the average of the condition of the condition of the certain of th</li></ul>	two. e summative score for each control contro	the "n" size is 10 or more. be used in the calculation. and the US summative scores will be certification candidate will be added a tain an average score for each EPP Co	nd divided by the total	
Special Notes	Due to COVID-19, the 2	2020 APR was suspended an	d no data collected.		
Scoring Guide			ance Assessments		
		Average Range	Points		
		2.50 + 2.25 - 2.49	10		
		2.00 – 2.24	8		
		1.75 – 1.99	7		
		1.50 – 1.74	6		
		1.25 – 1.49	5		
		1.00 – 1.24	4		
		0.00 - 0.99	0		
Business Logic	divided by the total point		d surveys. Points from each indicator 100 to get the Percent Earn of Total. reighted score.		
Indicator	Survey responses from assigned a score and standard.  In order to be responsed in the participular of the participular in the	in the IPP to gather the First-Year Teacher Surveyage by each standard. Supported in of 10 surveys must be returnation rate must be at least 40 the average of all First-Year Telated to Standard 8 on the surveyage of the EPP certification program. For the properties of the First-Year Teacher Supervisiones for the First-Year	D percent. Feacher Survey responses related to S Feacher Supervisor Survey responses rveys are totaled and divided by the n column for First-Year Teacher Survey or Survey responses. er responses are added and divided by determine points received. er Supervisor responses are added and score will determine points received. acher responses and First-Year Teacher on the summary page.	tandard 8. related to Standard 8. number of responses responses and a y the number of surveys d divided by the number	

Special Notes	Due to COVID-19, the 2	2020 APR was suspended and no	data collected.	
Scoring Guide				
		First-Yea	ar Survey	
		Average Range	Points	
		4.0 – 5.0	5	
		3.0 – 3.9	4	
		2.0 – 2.9	3	
		0.0 – 1.9	0	

#### **Teacher Program Standard 9: Professional Collaboration**

Definition	The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.				
Business Logic	Calculations will include information from MEES and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.				
Indicator	<ul> <li>Certificat</li> <li>MEES St</li> <li>I</li> <l< td=""><td colspan="4"><ul> <li>CT and US will submit data for the required nine standards.</li> <li>Certification Candidate scores are reported when the "n" size is 10 or more.</li> <li>MEES Standard 9 from the data submission will be used in the calculation.         <ul> <li>For each certification candidate, the CT and the US summative scores will be added together and divided by two.</li> <li>The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score each EPP Certification Area. This average will determine points on the scoring guide.</li> </ul> </li> </ul></td></l<></ul>	<ul> <li>CT and US will submit data for the required nine standards.</li> <li>Certification Candidate scores are reported when the "n" size is 10 or more.</li> <li>MEES Standard 9 from the data submission will be used in the calculation.         <ul> <li>For each certification candidate, the CT and the US summative scores will be added together and divided by two.</li> <li>The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score each EPP Certification Area. This average will determine points on the scoring guide.</li> </ul> </li> </ul>			
Special Notes	Due to COVI	D-19, the 2020 APR was susp	pended and no data collected.		
Scoring Guide					
		Performa	nnce Assessments		
		Average Range	Points		
		2.50 +	10		
		2.25 – 2.49	9		
		2.00 - 2.24	8		

Performance Assessments					
Average Range Points					
2.50 +	10				
2.25 – 2.49	9				
2.00 - 2.24	8				
1.75 – 1.99	7				
1.50 – 1.74	6				
1.25 – 1.49	5				
1.00 – 1.24	4				
0.00 - 0.99	0				

#### Indicator

#### First-Year Teacher Surveys

- DESE contracts with the IPP to gather the First-Year Teacher Survey responses.
- Survey responses from the First-Year Teacher Survey and the First-Year Teacher Supervisor Survey are assigned a score and average by each standard. Survey items are used to generate points associated with the standard.
  - o In order to be reported
    - A minimum of 10 surveys must be returned, AND
    - The participation rate must be at least 40 percent.
  - Indicator #1 is the average of all First-Year Teacher Survey responses related to Standard 9.
  - o Indicator #2 is the average of all First-Year Teacher Supervisor Survey responses related to Standard 9.
  - All responses related to Standard 9 on the surveys are totaled and divided by the number of responses received for each EPP certification program.
    - On the supporting data pages there is a column for First-Year Teacher Survey responses and a column for First-Year Teacher Supervisor Survey responses.
      - The scores for the First-Year Teacher responses are added and divided by the number of surveys completed. The average scores will determine points received.
      - The scores for the First-Year Teacher Supervisor responses are added and divided by the number of surveys completed. The average score will determine points received.

	<u>*</u> .	st-Year Teacher responses and First-Year Teacher led and the total points are placed on the summary s in the APR-EPP starting with 2018.
Special Notes	Due to COVID-19, the 2020 APR was su	spended and no data collected.
Scoring Guide		
	Firs	t-Year Survey
	Average Range	Points

First-Year Survey			
Average Range	Points		
4.0 – 5.0	5		
3.0 – 3.9	4		
2.0 – 2.9	3		
0.0 – 1.9	0		

## **Calculating School Counselor APR-EPP Scores**

## School Counselor Program Standard 1: Student Development

Definition	behavior to p		nd knowledge of student development.  open all students by facility open.		
Business Logic	performance by the total p	assessments, and surveys. Poir oints possible and multiplied b	he Missouri Content Assessment ( ts from each indicator will be totally 100 to get the Percent Earn of Toge to obtain the weighted score.	led and divided	
Indicator	<ul> <li>MoCA The indicator score is assigned based on the average of the best score earned by each certification candidate regardless of when the score was earned.</li> <li>Certification Candidate scores are reported when the "n" size is 10 or more.</li> <li>Scores are based on the average of best attempt(s) per SSN per certification program.</li> <li>EPP certification programs receive points as noted below based on the average from the Certification Candidates for five years starting with 2019.</li> <li>Scores are based on all available years in the APR-EPP starting with 2019.</li> </ul>				
Special Notes	Due to COVI	D-19, the 2020 APR was suspe	nded and no data collected.		
Scoring Guide					
			oCA		
		Average Range 250.0 +	Points		
		245.0 - 249.9	9.5		
		240.0 – 244.9	9		
		235.0 – 239.9	8.5		
		230.0 – 234.9	8		
		225.0 – 229.9 220.0 – 224.9	7.5		
		##U.U - ##4.)	,		
Business Logic	Calculations will include information from the MoCA, GPA, performance assessments and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.				
Indicator	<ul> <li>GPA The reported GPA of certification candidates will be used. <ul> <li>Certification Candidate scores are reported when the "n" size is 10 or more.</li> <li>EPP certification programs receive points as noted below based on the average from the Certification Candidates for five years starting with 2019.</li> </ul> </li> <li>Scores are based on all available years in the APR-EPP starting with 2019.</li> </ul>				

Scoring Guide	1		
Scoring Guide		(07)	
		Average (GPA)	
	Average Range 3.60 +	Points 10	
	3.40 – 3.59	9.5	
	3.20 – 3.39	9	
	3.00 – 3.19	8.5	
	2.75 – 2.99	8	
	2010 200	U	
Business Logic	Calculations will include information from M surveys. Points from each indicator will be to multiplied by 100 to get the Percent Earn of weighted percentage to obtain the weighted	otaled and divided by the total points possible and Total. The total will be multiplied by the	
Indicator	required five standards.  Administrator evaluations of teacher can Certification Candidates scores are repo  MEES Standard 1 from the data submis  For each certification candidate, the together and divided by four.  The average summative score for each divided by the total number of certification Program. The guide.	rted when the "n" size is 10 or more.	
Special Notes	Due to COVID-19, the 2020 APR was susp	ended and no data collected.	
Scoring Guide	, , , , , , , , , , , , , , , , , , ,		
C	Performance Assessments		
	Average Range	Points	
	2.50 +	10	
	2.25 – 2.49	9	
	2.00 - 2.24	8	
	1.75 – 1.99	7	
	1.50 – 1.74	6	
	1.25 – 1.49	5	
	1.00 – 1.24	4	
	0.00 - 0.99	0	
Business Logic	from each indicator will be totaled and divid 100 to get the Percent Earn of Total. The tot to obtain the weighted score.	he performance assessments and surveys. Points ed by the total points possible and multiplied by al will be multiplied by the weighted percentage	
Indicator	{survey type = counselor}.)  o DESE contracts with the Institute of Counselor Survey responses.  o Survey responses are assigned a sco	must be returned, AND	

- Indicator #1 is the First-Year Counselor Responses.
  - It is the average of all the scores related to Standard 1.
- Indicator #2 is the First-Year Educators' Supervisor Responses.
  - It is the average of all the scores related to Standard 1.
    - All responses related to Standard 1 on the surveys will be totaled and divided by the number of responses received for each EPP certification program.
      - On the supporting data pages there will be a column for first-year educator responses and one for first-year educators' supervisor responses.
    - Add the scores for the First-Year School Counselor responses and divide by the number of surveys completed. The average score will determine points received.
    - Add the scores for the First-Year School Counselor Supervisor's responses and divide by the number of surveys completed. The average score will determine points received.
  - Add the points received from First-Year School Counselor responses and First-Year Counselor Supervisor's responses and place the total points on the summary page.
- o Scoring Guide are based on all years in the EPP-APR starting with 2019.

### Special Notes Due to COVID-19, the 2020 APR was suspended and no data collected.

First-Year Survey		
Average Range	Points	
4.0 - 5.0	5	
3.0 – 3.9	4	
2.0 – 2.9	3	
0.0 - 1.9	0	

## **School Counselor Program Standard 2: Program Implementation**

Definition	The school counselor collaborates with school and community members to plan, design, implement, evaluate, and enhance the school and districtwide comprehensive school counseling program to advance the academic, personal/social, and career development of all students.			
Business Logic	Calculations will include information from MoCA, GPA, performance assessments, and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.			
Indicator	<ul> <li>MoCA The indicator score is assigned based on the average of the best score earned by each certification candidate regardless of when the score was earned. <ul> <li>Certification Candidate scores are reported when the "n" size is 10 or more.</li> <li>Scores are based on the average of best attempt(s) per SSN per certification program.</li> <li>EPP certification programs receive points as noted below based on the average from the Certification Candidates for five years starting with 2019.</li> <li>Scores are based on all available years in the APR-EPP starting with 2019.</li> </ul> </li></ul>			
Special Notes	Due to COVI	D-19, the 2020 APR was suspe	nded and no data collected.	
Scoring Guide		-		
		Me	oCA	7
		Average Range	Points	Ī
		250.0 +	10	
		245.0 – 249.9	9.5	
		240.0 – 244.9	9	
		235.0 – 239.9	8.5	
		230.0 - 234.9	8	-
		225.0 – 229.9 220.0 – 224.9	7.5	
Business Logic	Calculations			nts and
Business Logic	Calculations will include information from MoCA, GPA, performance assessments, and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.			
Indicator	<ul> <li>GPA The reported GPA of certification candidates will be used.</li> <li>Certification Candidate scores are reported when the "n" size is 10 or more.</li> <li>EPP certification programs receive points as noted below based on the average from the Certification Candidates for five years starting with 2019.</li> <li>Scores are based on all available years in the APR-EPP starting with 2019.</li> </ul>			
Special Notes	Due to COVI	D-19, the 2020 APR was suspe	nded and no data collected.	

<u> </u>	1		
Scoring Guide			
	Grade Point	Average (GPA)	
	Average Range	Points	
	3.60 +	10	
	3.40 – 3.59	9.5	
	3.20 – 3.39	9	
	3.00 – 3.19	8.5	
	2.75 – 2.99	8	
Business Logic	Calculations will include information from surveys. Points from each indicator will be multiplied by 100 to get the Percent Earn of weighted percentage to obtain the weighted	totaled and divided by the total points p f Total. The total will be multiplied by the	ossible and
Indicator	MEES		
1110104101	• CT and PS will submit data for all 16	indicators.	
	Administrator evaluations of teacher of the state of		
	The "n" size is based on 10 or more C		
	MEES Standard 2 from the data subm		
		ite, the CT and the PS summative scores	will be
	o For each certification candida added together and divided b		will be
		e for each certification candidate will be	addad and
		f certification candidates to obtain an av	
		ogram. The average will determine point	is on the
	scoring guide.	Il vegers in the EDD ADD starting with 20	110
	Scoring Guide are based on a	ll years in the EPP-APR starting with 20	119.
Special Notes	Due to COVID-19, the 2020 APR was sus	nonded and no data collected	
Scoring Guide	Due to COVID-17, the 2020 ATR was sus	penueu unu no uutu conecieu.	
Scoring Guide			
		ance Assessments	
	Average Range	Points	
	2.50 +	10	
	2.25 – 2.49	9	
	2.00 - 2.24	8	
	1.75 – 1.99	7	
	1.50 - 1.74	6	
	1.25 – 1.49	5	
	1.00 - 1.24	4	
	0.00 - 0.99	0	
Business Logic	Calculations will include information from		
	from each indicator will be totaled and div		
	100 to get the Percent Earn of Total. The to	otal will be multiplied by the weighted pe	ercentage
	to obtain the weighted score.		
T 11			
Indicator	First-Year Counselor Surveys		
		Counselor Surveys will be included in th	11S
	calculation {survey type = counse		
		to gather the First-Year Counselor Surv	vey
	responses.		
		igned a score and averaged by each stand	
		nd the first-year counselors' supervisor s	
		d to generate points associated with the s	standard.
	■ In orde	er to be reported,	
	•	a minimum of 10 surveys must be retu	
	•	the participation rate must be at least 4	
	• Indicate	the participation rate must be at least 4 or #1 is the First-Year Counselor Response	
	■ Indicat		nses.

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Sta	าศร	ard	')

- Indicator #2 is the First-Year Educators' Supervisor Responses.
  - It is the average of all the scores related to Standard 2.
- All responses related to Standard 2 on the surveys will be totaled and divided by the number of responses received for each EPP certification program.
  - On the supporting data pages there will be a column for first-year educator responses and one for first-year educators' supervisor responses.
    - Add the scores for the First-Year School Counselor responses and divide by the number of surveys completed. The average score will determine points received.
    - Add the scores for the First-Year School Counselor Supervisor's responses and divide by the number of surveys completed. The average score will determine points received.
  - Add the points received from First-Year School Counselor responses and First-Year Counselor Supervisor's responses and place the total points on the summary page.
- o Scoring Guide are based on all years in the EPP-APR starting with 2019.

#### Special Notes

#### Due to COVID-19, the 2020 APR was suspended and no data collected.

First-Y	First-Year Survey		
Average Range	Points		
4.0 - 5.0	5		
3.0 – 3.9	4		
2.0 – 2.9	3		
0.0 - 1.9	0		

## School Counselor Program Standard 3: Professional Relationships

Definition	The school counselor develops collaborative professional relationships throughout the school and community which support the comprehensive school counseling program as well as the overall mission and improvement plans of the school district.			
Business Logic	Calculations will include information from MoCA, GPA, performance assessments, and Surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.			
Indicator	<ul> <li>MoCA The indicator score is assigned based on the average of the best score earned by each certification candidate regardless of when the score was earned. <ul> <li>Certification Candidate scores are reported when the "n" size is 10 or more.</li> <li>Scores are based on the average of best attempt(s) per SSN per certification program.</li> <li>EPP certification programs receive points as noted below based on the average from the Certification Candidates for five years starting with 2019.</li> <li>Scores are based on all available years in the APR-EPP starting with 2019.</li> </ul> </li></ul>			
Special Notes	Due to COV	ID-19, the 2020 APR was susper	nded and no data collected.	
Scoring Guide				
		Mo	CA	
		Average Range	Points	
		250.0 +	10	
		245.0 - 249.9	9.5	
		240.0 – 244.9 235.0 – 239.9	9 8.5	
		230.0 - 234.9	8	
		225.0 – 229.9	7.5	
		220.0 – 224.9	7	
Business Logic	Calculations		IoCA, GPA, performance assessments, and otaled and divided by the total points possible.	
Indicator	Surveys. Poi and multiplie weighted per	ed by 100 to get the Percent Earn ecentage to obtain the weighted s		
_	Surveys. Poi and multiplie weighted per GPA The reported • Certifica • EPP cert Certifica	d by 100 to get the Percent Earn reentage to obtain the weighted so GPA of certification candidates ation Candidate scores are report ification programs receive point tion Candidates for five years st	will be used. ed when the "n" size is 10 or more. s as noted below based on the average from	the
Indicator  Special Notes	Surveys. Poi and multiplie weighted per GPA The reported  Certifica EPP cert Certifica Scores a	d by 100 to get the Percent Earn reentage to obtain the weighted so GPA of certification candidates ation Candidate scores are report ification programs receive point tion Candidates for five years st	will be used. ed when the "n" size is 10 or more. s as noted below based on the average from arting with 2019. the APR-EPP starting with 2019.	the
Indicator	Surveys. Poi and multiplie weighted per GPA The reported  Certifica EPP cert Certifica Scores a	GPA of certification candidates ation Candidates scores are report ification programs receive point tion Candidates for five years stree based on all available years in	will be used. ed when the "n" size is 10 or more. s as noted below based on the average from arting with 2019. the APR-EPP starting with 2019.	the
Indicator  Special Notes	Surveys. Poi and multiplie weighted per GPA The reported  Certifica EPP cert Certifica Scores a	GPA of certification candidates ation Candidates scores are report ification programs receive point tion Candidates for five years stree based on all available years in ID-19, the 2020 APR was suspen	will be used. ed when the "n" size is 10 or more. s as noted below based on the average from arting with 2019. the APR-EPP starting with 2019.	the
Indicator  Special Notes	Surveys. Poi and multiplie weighted per GPA The reported  Certifica EPP cert Certifica Scores a	GPA of certification candidates ation Candidate screen are report ification programs receive point ation Candidates for five years stree based on all available years in a CD-19, the 2020 APR was suspen Grade Point A Average Range	will be used. ed when the "n" size is 10 or more. s as noted below based on the average from arting with 2019. In the APR-EPP starting with 2019. Indeed and no data collected.	the
Indicator  Special Notes	Surveys. Poi and multiplie weighted per GPA The reported  Certifica EPP cert Certifica Scores a	GPA of certification candidates ation Candidates service to obtain the weighted service to candidate scores are report if if it is carried to a candidate scores are report if it is carried to a candidate scores are report if it is carried to a candidate scores are report if it is carried to a candidate scores are report if it is carried to a carried to a candidate scores are report if it is carried to a	will be used.  ed when the "n" size is 10 or more.  s as noted below based on the average from the APR-EPP starting with 2019.  and the APR-EPP starting with 2019.  and and no data collected.  Average (GPA)  Points  10	the
Indicator  Special Notes	Surveys. Poi and multiplie weighted per GPA The reported  Certifica EPP cert Certifica Scores a	GPA of certification candidates ation Candidates for five years are report ification programs receive point tion Candidates for five years stree based on all available years in GPA the 2020 APR was suspen Grade Point Average Range  3.60 +  3.40 - 3.59	will be used.  ed when the "n" size is 10 or more.  s as noted below based on the average from the APR-EPP starting with 2019.  In the APR-EPP starting with 2019.	the
Indicator  Special Notes	Surveys. Poi and multiplie weighted per GPA The reported  Certifica EPP cert Certifica Scores a	GPA of certification candidates ation Candidates for five years are report ification programs receive point tion Candidates for five years stree based on all available years in Grade Point Average Range  3.60 +  3.40 - 3.59  3.20 - 3.39	will be used.  ed when the "n" size is 10 or more.  s as noted below based on the average from the APR-EPP starting with 2019.  In the APR-EPP starting with 2019.	the
Indicator  Special Notes	Surveys. Poi and multiplie weighted per GPA The reported  Certifica EPP cert Certifica Scores a	GPA of certification candidates ation Candidates for five years are report ification programs receive point tion Candidates for five years stree based on all available years in GPA the 2020 APR was suspen Grade Point Average Range  3.60 +  3.40 - 3.59	will be used.  ed when the "n" size is 10 or more.  s as noted below based on the average from the APR-EPP starting with 2019.  In the APR-EPP starting with 2019.	the

	multiplied by 100 to get the Percent E weighted percentage to obtain the wei	arn of Total. The total will be multiplied by the ghted score.
Indicator	<ul> <li>For each certification can added together and divide</li> <li>The average summative divided by the total num for each EPP Certification scoring guide.</li> <li>Scoring Guide are based</li> </ul>	her candidates will not be used.  ore Certification Candidates.  submission will be used in the calculation.  Indidate, the CT and the PS summative scores will be led by four.  Indidate will be added and ber of certification candidates to obtain an average score on Program. The average will determine points on the  In on all years in the EPP-APR starting with 2019.
Special Notes	Due to COVID-19, the 2020 APK	R was suspended and no data collected.
Scoring Guide		
	Perf	Formance Assessments
	Average Range	Points
	2.50 +	10
	2.25 - 2.49	9
	2.00 - 2.24	8
	1.75 – 1.99	7
	1.50 - 1.74	6
	1.25 – 1.49	5
	1.00 - 1.24	4
	0.00 - 0.99	0
Business Logic	from each indicator will be totaled and	from the performance assessments and surveys. Points d divided by the total points possible and multiplied by The total will be multiplied by the weighted percentage
Indicator	First-Year Counselor Surveys	
	First-Year Surveys (Only Sch	hool Counselor Surveys will be included in this
	calculation {survey type = co	· ·
	<ul> <li>DESE contracts with</li> </ul>	h the IPP to gather the First-Year Counselor Survey
	responses.	
		e assigned a score and averaged by each standard, with
		elor and the first-year counselors' supervisor surveys.
		e used to generate points associated with the standard.
	• In	order to be reported,
		• a minimum of 10 surveys must be returned, <u>AND</u>
	_ T	• the participation rate must be at least 40 percent.
	- In	dicator #1 is the First-Year Counselor Responses.
	_	• It is the average of all the scores related to Standard 3.
		dicator #2 is the First-Year Educators' Supervisor esponses.
		• It is the average of all the scores related to Standard 3.
	to	ll responses related to Standard 3 on the surveys will be taled and divided by the number of responses received
	fo	or each EPP certification program.
		<ul> <li>On the supporting data pages there will be a column for first-year educator responses and one</li> </ul>

		• Scoring Guide are based	for first-year educators' supervisor  Add the scores for the First Counselor responses and of number of surveys comple average score will determine received.  Add the scores for the First Counselor Supervisor's redivide by the number of st completed. The average score determine points received.  Add the points received from First- Counselor responses and First-Year Supervisor's responses and place the on the summary page.  On all years in the EPP-APR starting to	t-Year School livide by the tted. The ne points  t-Year School sponses and arveys core will  Year School c Counselor ne total points
Special Notes	Due to Co	OVID-19, the 2020 APR was	suspended and no data collected.	
Scoring Guide				
		First	Year Survey	
		Average Range	Points	
		4.0 – 5.0	5	
		3.0 – 3.9	4	
		2.0 – 2.9	3	
		0.0 - 1.9	0	

## School Counselor Program Standard 4: Leadership and Advocacy

Definition	collaboration		nt, demonstrating leadership, vision, development of self, students, the com	nprehensive
Business Logic	Calculations will include information from MoCA, GPA, performance assessments, and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score.			
Indicator	<ul> <li>MoCA The indicator score is assigned based on the average of the best score earned by each certification candidate regardless of when the score was earned. <ul> <li>Certification Candidate scores are reported when the "n" size is 10 or more.</li> <li>Scores are based on the average of best attempt(s) per SSN per certification program.</li> <li>EPP certification programs receive points as noted below based on the average from the Certification Candidates for five years starting with 2019.</li> <li>Scores are based on all available years in the APR-EPP starting with 2019.</li> </ul> </li></ul>			
Special Notes	Due to COV	ID-19, the 2020 APR was susper	nded and no data collected.	
Scoring Guide		· · · · · · · · · · · · · · · · · · ·		
		Mo	CA	
		Average Range	Points	
		250.0 +	10	
		245.0 - 249.9	9.5	
		240.0 - 244.9	9	
		235.0 - 239.9 230.0 - 234.9	8.5 8	
		225.0 – 229.9	7.5	
		220.0 – 224.9	7	
Business Logic	surveys. Poin multiplied by	nts from each indicator will be to	MoCA, GPA, performance assessments taled and divided by the total points p Γotal. The total will be multiplied by the core.	ossible and
Indicator	<ul><li>Certifica</li><li>EPP cert</li><li>Certifica</li></ul>	ification programs receive point tion Candidates for five years st	ed when the "n" size is 10 or more. s as noted below based on the average	from the
Special Notes	Due to COVI	ID-19, the 2020 APR was susper	nded and no data collected.	
Scoring Guide				
		Grade Point A	verage (GPA)	
		Average Range	Points	
		3.60 +	10	
		3.40 – 3.59	9.5	
		3.20 - 3.39 3.00 - 3.19	9 8.5	
		2.75 – 2.99	8	
Business Logic			IoCA, GPA, performance assessments otaled and divided by the total points p	

		of Total. The total will be multiplied by the	
	weighted percentage to obtain the weighte	d score.	
Indicator	Performance Assessment (MEES)		
marcator	• CT and PS will submit data for all 16	indicators	
	• The "n" size is based on 10 or more C		
	MEES Standard 4 from the data subm		
		ate, the CT and the PS summative scores will be	
	added together and divided b		
		e for each certification candidate will be added and	
		of certification candidates to obtain an average score	
		ogram. The average will determine points on the	
	scoring guide.	11	
	<ul> <li>Scoring Guide are based on a</li> </ul>	all years in the EPP-APR starting with 2019.	
Special Notes	Due to COVID-19, the 2020 APR was sus	pended and no data collected.	
Scoring Guide			
	Perform	ance Assessments	
	Average Range	Points	
	2.50 +	10	
	2.25 – 2.49	9	
	2.00 - 2.24	8	
	1.75 – 1.99	7	
	1.50 – 1.74	6	
	1.25 – 1.49	5	
	1.00 – 1.24	4	
	0.00 - 0.99	0	
	0.00 - 0.57	U	
Business Logic	Calculations will include information from the performance assessments and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage		
	to obtain the weighted score.	our win se maniphed by the weighted percentage	
Indicator	First-Year Counselor Surveys		
	First-Year Surveys (Only School Counselor Surveys will be included in this		
	calculation {survey type = counselor}.)		
	<ul> <li>DESE contracts with the</li> </ul>	IPP to gather the First-Year Counselor Survey	
	responses.		
	<ul> <li>Survey responses are ass</li> </ul>	igned a score and averaged by each standard, with	
		and the first-year counselors' supervisor surveys.	
		d to generate points associated with the standard.	
	■ In ord	er to be reported,	
	•	a minimum of 10 surveys must be returned, <b>AND</b>	
	•	the participation rate must be at least 40 percent.	
	<ul><li>Indica</li></ul>	tor #1 is the First-Year Counselor Responses.	
		• It is the average of all the scores related to	
		Standard 4.	
	■ Indica	tor #2 is the First-Year Educators' Supervisor	
	Respo	nses.	
		• It is the average of all the scores related to Standard 4.	
	■ All res	sponses related to Standard 4 on the surveys will be	
		and divided by the number of responses received	
		ch EPP certification program.	
	101 Cat	On the supporting data pages there will be a	
	1	column for first-year educator responses and one	
		for first-year educators' supervisor responses.	
	1	Juni Juni Lumburoto Bapet (1801 Teoponises.	

	<ul> <li>Add the scores for the First-Year School Counselor responses and divide by the number of surveys completed. The average score will determine points received.</li> <li>Add the scores for the First-Year School Counselor Supervisor's responses and divide by the number of surveys completed. The average score will determine points received.</li> <li>Add the points received from First-Year School Counselor responses and First-Year Counselor Supervisor's responses and place the total points</li> </ul>
	on the summary page.
0	Scoring Guide are based on all years in the EPP-APR starting with 2019.

## Special Notes Scoring Guide Due to COVID-19, the 2020 APR was suspended and no data collected.

First-Year Survey	
Average Range	Points
4.0 - 5.0	5
3.0 – 3.9	4
2.0 – 2.9	3
0.0 – 1.9	0

# School Counselor Program Standard 5: Ethical and Professional Conduct

Definition	The school counselor knows, under standards and legal requirements.	erstands and adheres to current ethical and pa	rofessional
Business Logic	surveys. Points from each indicate	tion from the MoCA, GPA, performance ass or will be totaled and divided by the total point Earn of Total. The total will be multiplied weighted score.	ints possible and
Indicator	<ul> <li>certification candidate regardless of</li> <li>Certification Candidate scores</li> <li>Scores are based on the avera</li> <li>EPP certification programs re Certification Candidates for fit</li> </ul>	s are reported when the "n" size is 10 or more age of best attempt(s) per SSN per certification acceive points as noted below based on the average.	re. on program. erage from the
Special Notes	Due to COVID-19, the 2020 APR	was suspended and no data collected.	
Scoring Guide		•	
		MoCA	
	Average Rang		
	250.0 +	10	
	245.0 – 249.9		
	240.0 – 244.9		
	235.0 - 239.9		
	230.0 - 234.9		
	$\frac{225.0 - 229.9}{220.0 - 224.9}$		
Business Logic	surveys. Points from each indicate	tion from MoCA, GPA, performance assessing will be totaled and divided by the total points.	
	multiplied by 100 to get the Perceiveighted percentage to obtain the		
Indicator	weighted percentage to obtain the  GPA The reported GPA of certification  Certification Candidate scores  EPP certification programs receptification Candidates for fi	candidates will be used. s are reported when the "n" size is 10 or more ceive points as noted below based on the average.	te. erage from the
Indicator  Special Notes	weighted percentage to obtain the  GPA The reported GPA of certification  Certification Candidate scores  EPP certification programs receptification Candidates for fi  Scores are based on all availal	candidates will be used. s are reported when the "n" size is 10 or more ceive points as noted below based on the average years starting with 2019.	te. erage from the
	weighted percentage to obtain the  GPA The reported GPA of certification  Certification Candidate scores  EPP certification programs receptification Candidates for fi  Scores are based on all availal	candidates will be used. s are reported when the "n" size is 10 or more ceive points as noted below based on the average years starting with 2019. ble years in the APR-EPP starting with 2019	te. erage from the
Special Notes	weighted percentage to obtain the  GPA The reported GPA of certification  Certification Candidate scores  EPP certification programs receptification Candidates for fi  Scores are based on all availal  Due to COVID-19, the 2020 APR	candidates will be used. s are reported when the "n" size is 10 or more ceive points as noted below based on the average years starting with 2019. ble years in the APR-EPP starting with 2019 was suspended and no data collected.	te. erage from the
Special Notes	weighted percentage to obtain the  GPA The reported GPA of certification  Certification Candidate scores  EPP certification programs receptification Candidates for fi  Scores are based on all availal  Due to COVID-19, the 2020 APR  Gra	candidates will be used. s are reported when the "n" size is 10 or more ceive points as noted below based on the average years starting with 2019. ble years in the APR-EPP starting with 2019 was suspended and no data collected.	te. erage from the
Special Notes	weighted percentage to obtain the  GPA The reported GPA of certification  Certification Candidate scores  EPP certification programs receptification Candidates for fi  Scores are based on all availal  Due to COVID-19, the 2020 APR  Gra  Average Rang	candidates will be used. s are reported when the "n" size is 10 or more ceive points as noted below based on the average years starting with 2019. ble years in the APR-EPP starting with 2019 was suspended and no data collected.	te. erage from the
Special Notes	weighted percentage to obtain the  GPA The reported GPA of certification  Certification Candidate scores  EPP certification programs receptification Candidates for fi  Scores are based on all availal  Due to COVID-19, the 2020 APR  Gra	candidates will be used. s are reported when the "n" size is 10 or more ceive points as noted below based on the average years starting with 2019. ble years in the APR-EPP starting with 2019 was suspended and no data collected.  ade Point Average (GPA) ye Points	te. erage from the
Special Notes	weighted percentage to obtain the  GPA The reported GPA of certification  Certification Candidate scores  EPP certification programs receptification Candidates for fi  Scores are based on all availal  Due to COVID-19, the 2020 APR  Gra  Average Rang  3.60 +	candidates will be used. s are reported when the "n" size is 10 or more ceive points as noted below based on the average years starting with 2019. ble years in the APR-EPP starting with 2019 was suspended and no data collected.  ade Point Average (GPA) ye Points 10	te. erage from the
Special Notes	weighted percentage to obtain the  GPA The reported GPA of certification  Certification Candidate scores EPP certification programs recentification Candidates for fi  Scores are based on all availal  Due to COVID-19, the 2020 APR  Gra  Average Rang  3.60 +  3.40 - 3.59	candidates will be used. s are reported when the "n" size is 10 or more ceive points as noted below based on the average years starting with 2019. ble years in the APR-EPP starting with 2019 was suspended and no data collected.  ade Point Average (GPA) ye Points 10 9.5	te. erage from the

#### **Business Logic** Calculations will include information from MoCA, GPA, performance assessments, and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score. Indicator **MEES** CT and PS will submit data for all 16 indicators. Administrator evaluations of teacher candidates will not be used. The "n" size is based on 10 or more Certification Candidates. MEES Standard 5 from the data submission will be used in the calculation. For each certification candidate, the CT and the PS summative scores will be added together and divided by four. The average summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Program. The average will determine points on the scoring guide. Scoring Guide are based on all years in the EPP-APR starting with 2019. Special Notes Due to COVID-19, the 2020 APR was suspended and no data collected. Scoring Guide **Performance Assessments Average Range Points** 2.50 +10 2.25 - 2.499 2.00 - 2.248 1.75 - 1.997 1.50 - 1.746 1.25 - 1.495 1.00 - 1.244 0.00 - 0.990 Calculations will include information from the performance assessments and surveys. Points **Business Logic** from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. The total will be multiplied by the weighted percentage to obtain the weighted score. Indicator First-Year Counselor Surveys First-Year Surveys (Only School Counselor Surveys will be included in this calculation {survey type = counselor}.) DESE contracts IPP to gather the First-Year Counselor Survey responses. Survey responses are assigned a score and averaged by each standard, with the first-year counselor and the first-year counselors' supervisor surveys. Survey items will be used to generate points associated with the standard. In order to be reported, a minimum of 10 surveys must be returned, **AND** the participation rate must be at least 40 percent. Indicator #1 is the First-Year Counselor Responses. It is the average of all the scores related to Standard 5. Indicator #2 is the First-Year Educators' Supervisor Responses. It is the average of all the scores related to Standard 5. All responses related to Standard 5 on the surveys will be totaled and divided by the number of responses received

for each EPP certification program.

On the supporting data pages there will be a column for first-year educator responses and one for first-year educators' supervisor responses.

	<ul> <li>Add the scores for the First-Year School Counselor responses and divide by the number of surveys completed. The average score will determine points received.</li> <li>Add the scores for the First-Year School Counselor Supervisor's responses and divide by the number of surveys completed. The average score will determine points received.</li> <li>Add the points received from First-Year School Counselor responses and First-Year Counselor Supervisor's responses and place the total points</li> </ul>
	on the summary page.
	• 1 0
0	Scoring Guide are based on all years in the EPP-APR starting with 2019.

# Special Notes Scoring Guide Due to COVID-19, the 2020 APR was suspended and no data collected.

First-Year Survey		
Average Range	Points	
4.0 – 5.0	5	
3.0 – 3.9	4	
2.0 – 2.9	3	
00-19	0	

# **Calculating School Leader APR-EPP Scores**

### School Leader Program Domain 1: Visionary Leadership

Definition	The Principal as the Visistudents.	ionary Leader develops and imp	elements a vision for the school to g	uide the learning of all
Business Logic	assessment), and survey		A, Missouri School Leader Evaluation Il be totaled and divided by the total	
Indicator	candidate regardless  The "r  Will b  EPP c  Certifi  Based	s of when the score was earned.  a" size is based on 10 or more C  be based on average of best atterentification programs will receive that on five years of certification ca	npt(s) per SSN per certification progree points as noted below based on the five years starting with 2019.	gram. ne average from the
Scoring Guide				
		Mo		]
		Average Range	Points	
		250.0 +	10	
	-	245.0 – 249.9	9.5	
	-	240.0 – 244.9 235.0 – 239.9	8.5	
	-	230.0 - 234.9	8 8	
		225.0 – 229.9	7.5	
		220.0 – 224.9	7	
Business Logic	assessment), and survey multiplied by 100 to get		A, Missouri School Leader Evaluation II be totaled and divided by the totaled by the totaled by the to	
Indicator	o The "r o EPP c		Pertification Candidates. We points as noted below based on the five years (starting with 2019).	ne average from the
		g Guide are based on all years i	in the APR-EPP starting with 2019.	
Scoring Guide			n the APR-EPP starting with 2019.	
Scoring Guide				1
Scoring Guide		g Guide are based on all years i		]
Scoring Guide		g Guide are based on all years i  Grade Point A	verage (GPA)	]
Scoring Guide		Grade Point A  Average Range  3.60 +  3.40 - 3.59	verage (GPA) Points	
Scoring Guide		Grade Point A  Average Range  3.60 +  3.40 - 3.59  3.20 - 3.39	verage (GPA)  Points  10  9.5  9	
Scoring Guide		Grade Point A  Average Range  3.60 +  3.40 - 3.59	verage (GPA) Points 10 9.5	

### Indicator Performance Assessment (MPEA) University Supervisors will submit data for this indicator. The "n" size is based on 10 or more Certification Candidates. MPEA for School Leader from the data submission will be used in the calculation. The summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide. Scoring will based on all years in the APR-EPP starting with 2019. Scoring Guide **Performance Assessments Average Range Points** 14.00 +10 13.00 - 13.999 12.00 - 12.998 11.00 - 11.997 6 10.00 - 10.99Calculations will include information from MoCA, GPA, Missouri School Leader Evaluation (MPEA performance **Business Logic** assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. Indicator First-Year Principal Surveys First-Year Surveys (Only Principal Surveys will be included in this calculation {survey type = principal \}.) DESE contracts with OSEDA to gather the First-Year Principal Survey responses. Survey responses are assigned a score and averaged by each standard, with the first-year principal and the first-year principals' supervisor surveys. Survey items will be used to generate points associated with the standard. In order to be reported, a minimum of 10 surveys must be returned, AND the participation rate must be at least 40 percent. Indicator #1 is the First-Year Principal Responses. It is the average of all the scores related to Domain 1. Indicator #2 is the First-Year Principal' Supervisor Responses. It is the average of all the scores related to Domain 1. All responses related to Domain 1 on the surveys will be totaled and divided by the number of responses received for each EPP certification program. On the supporting data pages there will be a column for first-year principal responses and one for first-year principals' supervisor responses. Add the scores for the First-Year Principal responses and divide by the number of surveys completed. The average score will determine points received. Add the scores for the First-Year Principal Supervisor's responses and divide by the number of surveys completed. The average score will determine points received. Add the points received from First-Year Principal responses and First-Year Principal Supervisor's responses and place the total points on the summary page. Scoring Guide are based on all years in the EPP-APR starting with 2019.

Scoring Guide

First-Year Survey		
Average Range	Points	
4.0 - 5.0	5	
3.0 – 3.9	4	
2.0 – 2.9	3	
0.0 – 1.9	0	

# School Leader Program Domain 2: Instructional Leadership

Definition			anteed and viable curriculum, guara ssessments and promotes profession	
Business Logic	assessment), and survey		A, Missouri School Leader Evaluation Il be totaled and divided by the total	
Indicator	candidate regardles  o The "  o Will I  o EPP o  Certif  o Baseo	ss of when the score was earned.  "n" size is based on 10 or more Common to be based on average of best attendentification programs will receivation Candidates for over fived on five years of certification candidates.	npt(s) per SSN per certification progree points as noted below based on the years starting with 2019.	gram. ne average from the
Scoring Guide				
		Mo	CA	
		Average Range	Points	
		250.0 +	10	
		245.0 - 249.9	9.5	
		240.0 - 244.9	9	
		235.0 – 239.9	8.5	
		230.0 - 234.9	8	
		225.0 – 229.9	7.5	
		220.0 – 224.9	7	
Business Logic Indicator	assessment), and survey		A, Missouri School Leader Evaluation Il be totaled and divided by the total	
Indicator		of contification condidates will b	a waad	
	• The reported GPA  o The " o EPP o  Certif	fication Candidates for more tha		ne average from the
Scoring Guide	• The reported GPA  o The " o EPP o  Certif	n" size is based on 10 or more Coertification programs will receivation Candidates for more thang Guide are based on all years	Pertification Candidates.  We points as noted below based on the five years (starting with 2019). In the APR-EPP starting with 2019.	ne average from the
	• The reported GPA  o The " o EPP o  Certif	in" size is based on 10 or more Coertification programs will receive fication Candidates for more that any Guide are based on all years  Grade Point A	Pertification Candidates.  We points as noted below based on the five years (starting with 2019). In the APR-EPP starting with 2019.  Werage (GPA)	ne average from the
	• The reported GPA  o The " o EPP o  Certif	in" size is based on 10 or more Coertification programs will receive fication Candidates for more that any Guide are based on all years  Grade Point A  Average Range	Pertification Candidates.  We points as noted below based on the five years (starting with 2019).  In the APR-EPP starting with 2019.  Werage (GPA)  Points	ne average from the
	• The reported GPA  o The " o EPP o  Certif	fn" size is based on 10 or more Coertification programs will receive fication Candidates for more than g Guide are based on all years and Grade Point A Average Range  3.60 +	Pertification Candidates.  We points as noted below based on the five years (starting with 2019).  In the APR-EPP starting with 2019.  Werage (GPA)  Points  10	ne average from the
	• The reported GPA  o The " o EPP o  Certif	Grade Point A  Average Range  3.40 – 3.59	Pertification Candidates.  We points as noted below based on the five years (starting with 2019).  In the APR-EPP starting with 2019.  Points  10  9.5	ne average from the
	• The reported GPA  o The " o EPP o  Certif	Grade Point A  Average Range  3.60 +  3.40 - 3.59  3.20 - 3.39	Pertification Candidates.  We points as noted below based on the five years (starting with 2019).  In the APR-EPP starting with 2019.  Points  10  9.5  9	ne average from the
	• The reported GPA  o The " o EPP o  Certif	Grade Point A  Average Range  3.40 – 3.59	Pertification Candidates.  We points as noted below based on the five years (starting with 2019).  In the APR-EPP starting with 2019.  Points  10  9.5	ne average from the

Business Logic	Performance Assessmen	e information from the MoCA, t), and surveys. Points from ea by 100 to get the Percent Earn	ch indicator will be totaled and	
Indicator	<ul> <li>The "n" size is base</li> <li>MPEA for School L</li> <li>The summar of certifica will determ</li> </ul>	t (MPEA) ors will submit data for this ind d on 10 or more Certification ( eader from the data submission ative score for each certificatio tion candidates to obtain an av nine points on the scoring guide on all years in the APR-EPP sta	Candidates.  In will be used in the calculation  In candidate will be added and earage score for each EPP Certice.	divided by the total number
Scoring Guide				
C		Performan	ce Assessments	
		Average Range	Points	
		14.00 +	10	
		13.00 – 13.99	9	
		12.00 – 12.99	8	
		11.00 – 11.99	7	
		10.00 - 10.99	6	
				•
	principal}.)  o DESE  o Survey  princip	contracts with OSEDA to gath responses are assigned a scorpal and the first-year principals associated with the standard.	er the First-Year Principal Sur e and averaged by each standar 'supervisor surveys. Survey it	vey responses.
		<ul> <li>In order to be report</li> </ul>		
			n of 10 surveys must be return	
			pation rate must be at least 40	•
			First-Year Principal Responses	
			ne average of all the scores rela First-Year Principal' Superviso	
			ne average of all the scores rela	=
		<ul><li>All responses related by the number of remainder of the superior of th</li></ul>	ed to Domain 2 on the surveys esponses received for each EPF oporting data pages there will be	will be totaled and divided  Countries control of the countries of the cou
		principal i responses	esponses and one for first-year	principals' supervisor
		• /	add the scores for the First-Yea ivide by the number of surveys	
		S ■ A	core will determine points rece add the scores for the First-Yea	eived. ar Principal Supervisor's
		7	esponses and divide by the nur The average score will determine	ne points received.
		First-Year	points received from First-Year Principal Supervisor's respon- nmary page.	
	o Scorin	g Guide are based on all years		2019.

Scoring Guide

First	-Year Survey
Average Range	Points
4.0 - 5.0	5
3.0 – 3.9	4
2.0 - 2.9	3
0.0 – 1.9	0

# School Leader Program Domain 3: Managerial Leadership

Definition	The Principal as the Ma equitable and strategic		erational systems, oversees personne	l and ensures the
Business Logic	assessment), and survey		A, Missouri School Leader Evaluation II be totaled and divided by the total	
Indicator	candidate regardles  o The " o Will" o EPP o Certii o Based	ss of when the score was earned. 'n' size is based on 10 or more C be based on average of best atten- certification programs will receivation Candidates for over five d on five years of certification can	Certification Candidates.  Inpt(s) per SSN per certification progree points as noted below based on the years starting with 2019.	gram.
Scoring Guide				
		Mo		
		Average Range	Points	
		250.0 +	10	
		245.0 - 249.9 240.0 - 244.9	9.5 9	
		235.0 - 239.9	8.5	
		230.0 - 234.9	8	
		225.0 - 229.9	7.5	
		220.0 – 224.9	7	
Business Logic	performance assessmen		GPA, Missouri School Leader Evalum indicator will be totaled and divide for Total.	
Indicator	o The " o EPP o	fication Candidates for more tha		
Scoring Guide				
		Grade Point A	verage (GPA)	
		Average Range	Points	
		3.60 +	10	
		3.40 – 3.59	9.5	
		3.20 - 3.39	9	
		3.00 - 3.19 2.75 - 2.99	8.5 8	

Business Logic	Calculations will include information from the MoCA Performance Assessment), and surveys. Points from a possible and multiplied by 100 to get the Percent Earn	each indicator will be totaled and divi	
Indicator	Performance Assessment (MPEA)  University Supervisors will submit data for this i  The "n" size is based on 10 or more Certification  MPEA for School Leader from the data submissi  The summative score for each certification of certification candidates to obtain an a will determine points on the scoring guidents.  Scoring will based on all years in the APR-EPP seconds.	Candidates. on will be used in the calculation. ion candidate will be added and divid werage score for each EPP Certificati de.	
Scoring Guide			
2111116	Darfarme	ance Assessments	1
		I	1
	Average Range	Points	
	14.00 +	10	4
	13.00 – 13.99	9	1
	12.00 – 12.99	8	l
	11.00 – 11.99	7	
	10.00 - 10.99	6	
Business Logic  Indicator	Calculations will include information from the MoCA performance assessment), and surveys. Points from earn possible and multiplied by 100 to get the Percent Earn	ach indicator will be totaled and divid	
indicator	<ul> <li>Survey responses are assigned a scoprincipal and the first-year principal points associated with the standard.</li> <li>In order to be rep <ul> <li>a minim</li> <li>the participal in the participal in</li></ul></li></ul>	ther the First-Year Principal Survey representation of the surveys	responses. ith the first-year will be used to generate  AND ent.  o Domain 3. sponses. o Domain 3. be totaled and divided iffication program. column for first-year acipals' supervisor  ncipal responses and apleted. The average . ncipal Supervisor's of surveys completed. ints received. cipal responses and and place the total points

Scoring Guide

First	-Year Survey
Average Range	Points
4.0 - 5.0	5
3.0 – 3.9	4
2.0 - 2.9	3
0.0 – 1.9	0

## School Leader Program Domain 4: Relational Leadership

Business Logic	1	lational Leader interacts profess	ional with students, staff, family, ar	nd community.
Busiless Logic	performance assessmen		GPA, Missouri School Leader Eval h indicator will be totaled and divid of Total.	
Indicator	candidate regardles  o The "  o Will I  o EPP o  Certif  o Baseo	ss of when the score was earned.  "n" size is based on 10 or more Cope based on average of best attendentification programs will receivation Candidates for over fived on five years of certification candidates.	Certification Candidates.  mpt(s) per SSN per certification prove points as noted below based on to years starting with 2019.	gram. he average from the
Scoring Guide				
		Mo	CA	]
		Average Range	Points	
		250.0 +	10	
		245.0 – 249.9	9.5	
		240.0 – 244.9	9	
		235.0 - 239.9	8.5	
		230.0 - 234.9	8	
		225.0 - 229.9	7.5	-
		220.0 – 224.9	7	
Business Logic			GPA, Missouri School Leader Eval h indicator will be totaled and divid	
Indicator	performance assessmen possible and multiplied  GPA  The reported GPA  The "  EPP c  Certif	of certification candidates will be the programs will receive fication Candidates for more than the control of the certification for the certification candidates for more than the certification candidates will be certificated as	h indicator will be totaled and divid of Total. be used.	he average from the
Indicator	performance assessmen possible and multiplied  GPA  The reported GPA  The "  EPP c  Certif	of certification candidates will be the programs will receive fication Candidates for more than the control of the certification for the certification candidates for more than the certification candidates will be certificated as	h indicator will be totaled and divided for Total.  Doe used. Certification Candidates.  We points as noted below based on to five years (starting with 2019).	he average from the
Indicator	performance assessmen possible and multiplied  GPA  The reported GPA  The "  EPP c  Certif	of certification candidates will be certification programs will receive fication Candidates for more than Guide are based on all years  Grade Point A	h indicator will be totaled and divided for Total.  be used. Certification Candidates. we points as noted below based on ton five years (starting with 2019). in the APR-EPP starting with 2019.  Everage (GPA)	he average from the
Indicator	performance assessmen possible and multiplied  GPA  The reported GPA  The "  EPP c  Certif	of certification candidates will be a certification programs will receive a certification Candidates for more than a Guide are based on all years  Grade Point A Average Range	h indicator will be totaled and divided for Total.  De used. Certification Candidates.  We points as noted below based on tour five years (starting with 2019).  In the APR-EPP starting with 2019.  Werage (GPA)  Points	he average from the
Indicator	performance assessmen possible and multiplied  GPA  The reported GPA  The "  EPP c  Certif	of certification candidates will be certification programs will receive fication Candidates for more than g Guide are based on all years  Grade Point A Average Range 3.60 +	h indicator will be totaled and divided for Total.  De used. Certification Candidates. The points as noted below based on the five years (starting with 2019). The APR-EPP starting with 2019.	he average from the
Indicator	performance assessmen possible and multiplied  GPA  The reported GPA  The "  EPP c  Certif	of certification candidates will be a certification programs will receivation Candidates for more than a Grade Point A  Average Range  3.60 +  3.40 – 3.59	h indicator will be totaled and divided for Total.  December used.  Certification Candidates.  The points as noted below based on the five years (starting with 2019).  The points are total to the points are total tot	he average from the
Indicator	performance assessmen possible and multiplied  GPA  The reported GPA  The "  EPP c  Certif	of certification candidates will be some of certification candidates will be some of certification programs will receivate and candidates for more than guide are based on all years  Grade Point A  Average Range  3.60 +  3.40 - 3.59  3.20 - 3.39	h indicator will be totaled and divided for Total.  December used. Certification Candidates. The points as noted below based on the five years (starting with 2019). The APR-EPP starting with 2019.  Exercise (GPA)  Points  10  9.5  9	he average from the
Indicator	performance assessmen possible and multiplied  GPA  The reported GPA  The "  EPP c  Certif	of certification candidates will be a certification programs will receive a certification Candidates for more than a ce	h indicator will be totaled and divided for Total.  December used. Certification Candidates. The points as noted below based on the five years (starting with 2019). The points are total	he average from the
Indicator	performance assessmen possible and multiplied  GPA  The reported GPA  The "  EPP c  Certif	of certification candidates will be some of certification candidates will be some of certification programs will receivate and candidates for more than guide are based on all years  Grade Point A  Average Range  3.60 +  3.40 - 3.59  3.20 - 3.39	h indicator will be totaled and divided for Total.  December used. Certification Candidates. The points as noted below based on the five years (starting with 2019). The APR-EPP starting with 2019.  Exercise (GPA)  Points  10  9.5  9	he average from the
Business Logic  Indicator  Scoring Guide  Business Logic	performance assessmen possible and multiplied  GPA  The reported GPA  EPP C  Certift  Scorie  Calculations will include performance assessmen	of certification candidates will be a certification programs will receivation Candidates for more than a certification Candidates for more than a Grade Point A Average Range  3.60 +  3.40 - 3.59  3.20 - 3.39  3.00 - 3.19  2.75 - 2.99	h indicator will be totaled and divided for Total.  De used. Certification Candidates. The points as noted below based on the five years (starting with 2019). The points are totaled and divided for the five years (starting with 2019).  The points for the points for the points for the five years (SPA) for the points for	the average from the uation (MPEA

MPEA for School Leader from the data submission will be used in the calculation. The summative score for each certification candidate will be added and divided by the total number of certification candidates to obtain an average score for each EPP Certification Area. The average will determine points on the scoring guide. Scoring will based on all years in the APR-EPP starting with 2019. Scoring Guide **Performance Assessments** Average Range **Points** 14.00 + 10 13.00 - 13.999 12.00 - 12.998 7 11.00 - 11.9910.00 - 10.996 **Business Logic** Calculations will include information from the MoCA, GPA, Missouri School Leader Evaluation (MPEA performance assessment), and surveys. Points from each indicator will be totaled and divided by the total points possible and multiplied by 100 to get the Percent Earn of Total. Indicator First-Year Principal Surveys First-Year Surveys (Only Principal Surveys will be included in this calculation {survey type = principal \}.) DESE contracts with OSEDA to gather the First-Year Principal Survey responses. 0 Survey responses are assigned a score and averaged by each standard, with the first-year principal and the first-year principals' supervisor surveys. Survey items will be used to generate points associated with the standard. In order to be reported, a minimum of 10 surveys must be returned, AND the participation rate must be at least 40 percent. Indicator #1 is the First-Year Principal Responses. It is the average of all the scores related to Domain 4. Indicator #2 is the First-Year Principal' Supervisor Responses. It is the average of all the scores related to Domain 4. All responses related to Domain 4 on the surveys will be totaled and divided by the number of responses received for each EPP certification program. On the supporting data pages there will be a column for first-year principal responses and one for first-year principals' supervisor responses. Add the scores for the First-Year Principal responses and divide by the number of surveys completed. The average score will determine points received. Add the scores for the First-Year Principal Supervisor's responses and divide by the number of surveys completed. The average score will determine points received. Add the points received from First-Year Principal responses and First-Year Principal Supervisor's responses and place the total points on the summary page. Scoring Guide are based on all years in the EPP-APR starting with 2019. Scoring Guide First-Vear Survey

First-Tear Survey		
Average Range	Points	
4.0 - 5.0	5	
3.0 - 3.9	4	
2.0 - 2.9	3	
0.0 - 1.9	0	

# School Leader Program Domain 5: Innovative Leadership

Definition	-	novative Leader continues profe and understanding to drive app	essional growth, actively engage propriate change.	s in reflective practice, and
Business Logic	performance assessmen		, GPA, Missouri School Leader ch indicator will be totaled and of Total.	
Indicator	candidate regardles  o The '  o Will  o EPP o  Certi  o Base	ss of when the score was earned fn" size is based on 10 or more be based on average of best atto- certification programs will rece- fication Candidates for over five d on five years of certification of	Certification Candidates. empt(s) per SSN per certification eive points as noted below based	n program.  on the average from the
Scoring Guide				
		М	oCA	
		Average Range	Points	
		250.0 +	10	
		245.0 – 249.9	9.5	
		240.0 - 244.9	9	
		235.0 – 239.9	8.5	
		230.0 – 234.9	8	
		225.0 – 229.9	7.5	
		220.0 – 224.9	7	
Business Logic Indicator	performance assessmer possible and multiplied  GPA  The reported GPA	at), and surveys. Points from ea by 100 to get the Percent Earn of certification candidates will	be used.	
	o EPP ( Certi:	fication Candidates for more th	Certification Candidates. eive points as noted below based an five years (starting with 2019 in the APR-EPP starting with 2	9).
Scoring Guide				
			Average (GPA)	
	1	Average Range	Points	
		2 (0)	10	
		3.60 +	10	
		3.40 – 3.59	9.5	
		3.40 – 3.59 3.20 – 3.39	9.5	
		3.40 – 3.59	9.5	

	Calculations will include	e information from the MoCA,	GPA, Missouri School Leade	er Evaluation (MPEA
		t), and surveys. Points from each by 100 to get the Percent Earn of		d divided by the total points
Indicator	<ul> <li>The "n" size is base</li> <li>MPEA for School I</li> <li>The summ of certifica will detern</li> </ul>	at (MPEA) sors will submit data for the request on 10 or more Certification Contact from the data submission ative score for each certification that candidates to obtain an avenue points on the scoring guident all years in the APR-EPP star	andidates will be used in the calculation candidate will be added and crage score for each EPP Cert	l divided by the total number
Scoring Guide				
-		Performan	ce Assessments	
		Average Range	Points	
		14.00 +	10	
		13.00 – 13.99	9	
		12.00 – 12.99	8	
		11.00 – 11.99	7	
		10.00 – 10.99	6	
Indicator	First-Year Principal Sur	vevs		
Indicator	principal}.)  o DESE  o Surve  princi	contracts with OSEDA to gath y responses are assigned a score pal and the first-year principals	er the First-Year Principal Su and averaged by each standa	nrvey responses.  ard, with the first-year
Indicator	<ul> <li>First-Year Surver principal }.)</li> <li>DESE</li> <li>Surver principal</li> </ul>	contracts with OSEDA to gath y responses are assigned a score pal and the first-year principals associated with the standard.	er the First-Year Principal Su and averaged by each standa supervisor surveys. Survey	nrvey responses.  ard, with the first-year
Indicator	<ul> <li>First-Year Surver principal }.)</li> <li>DESE</li> <li>Surver principal</li> </ul>	contracts with OSEDA to gath y responses are assigned a score pal and the first-year principals associated with the standard.  In order to be reported.	er the First-Year Principal Su and averaged by each standa supervisor surveys. Survey	arvey responses.  ard, with the first-year items will be used to generate
Indicator	<ul> <li>First-Year Surver principal }.)</li> <li>DESE</li> <li>Surver principal</li> </ul>	contracts with OSEDA to gath y responses are assigned a score pal and the first-year principals associated with the standard. In order to be repor a minimum the partici	er the First-Year Principal Sustanda averaged by each standa supervisor surveys. Surveys ted, n of 10 surveys must be returnation rate must be at least 40	arvey responses.  ard, with the first-year items will be used to generate  ned, AND percent.
Indicator	<ul> <li>First-Year Surver principal }.)</li> <li>DESE</li> <li>Surver principal</li> </ul>	contracts with OSEDA to gath y responses are assigned a score pal and the first-year principals associated with the standard. In order to be repor a minimum the particip Indicator #1 is the I	er the First-Year Principal Surand averaged by each standar supervisor surveys. Survey ited, and for 10 surveys must be returnation rate must be at least 40 dirst-Year Principal Response	arvey responses.  ard, with the first-year items will be used to generate  med, <u>AND</u> ) percent.
Indicator	<ul> <li>First-Year Surver principal }.)</li> <li>DESE</li> <li>Surver principal</li> </ul>	contracts with OSEDA to gath y responses are assigned a score pal and the first-year principals associated with the standard.  In order to be repor  a minimum  the particip  Indicator #1 is the I	er the First-Year Principal Survey and averaged by each standar supervisor surveys. Survey atted, and 10 surveys must be returned attention rate must be at least 40 sirst-Year Principal Response e average of all the scores re	arvey responses.  ard, with the first-year items will be used to generate  med, AND  percent.  es.  lated to Domain 5.
Indicator	<ul> <li>First-Year Surver principal }.)</li> <li>DESE</li> <li>Surver principal</li> </ul>	contracts with OSEDA to gath y responses are assigned a score pal and the first-year principals associated with the standard.  In order to be repor  a minimum  the particip  Indicator #1 is the I  It is the  All responses relate by the number of re  On the sup	er the First-Year Principal Surand averaged by each standar supervisor surveys. Survey ited, and for 10 surveys must be returnation rate must be at least 40 dirst-Year Principal Response	nrvey responses.  ard, with the first-year items will be used to generate items will be used to generate items.  ned, AND  percent.  es.  lated to Domain 5.  sor Responses.  lated to Domain 5.  s will be totaled and divided PP certification program.  be a column for first-year

Scoring Guide

First-Year Survey		
Average Range	Points	
4.0 - 5.0	5	
3.0 – 3.9	4	
2.0 – 2.9	3	
0.0 – 1.9	0	

### **APPENDICES**

# **Appendix A: Certification Programs**

TEACHER	
AGRICULTURAL EDUCATION 5-9	6777
AGRICULTURAL EDUCATION 9-12	6779
ART K-12	415
BIOLOGY 9-12	24279
BLIND AND LOW VISION B-12	7512
BUSINESS EDUCATION 5-9	4377
BUSINESS EDUCATION 9-12	34379
CHEMISTRY 9-12	24679
CHINESE K-12	1025
DANCE K-12	25
DEAF AND HARD OF HEARING B-12	7212
DRIVER EDUCATION 9-12	17179
EARLY CHILD SPECIAL EDUCATION B-3	911
EARLY CHILDHOOD EDUCATION B-3	2511
EARTH SCIENCE 9-12	23879
ELEMENTARY EDUCATION 1-6	4776
ENGLISH 9-12	4879
ENGLISH LANGUAGE LEARNERS K-12	9968085
FAMILY AND CONSUMER SCIENCES K-12	2525
FRENCH K-12	495
GENERAL SCIENCE 5-9	5077
GENERAL SCIENCE 9-12	25079
GERMAN K-12	515
GIFTED EDUCATION K-12	235
HEALTH K-12	535
HEBREW K-12	295
ITALIAN K-12	305
JAPANESE K-12	245
JOURNALISM 9-12	5679
LANGUAGE ARTS 5-9	1977
LATIN K-12	575
LIBRARY MEDIA SPECIALIST K-12	2055
MARKETING 9-12	479
MATH SPECIALIST 1-6	99680276
MATHEMATICS 5-9	5877
MATHEMATICS 9-12	5879
MILD/MOD CROSS CATEGORICAL K-12	1015
MUSIC - INSTRUMENTAL K-12	1555
MUSIC - VOCAL K-12	1695
PHYSICAL EDUCATION K-12	605
PHYSICS 9-12	25979
ROTC 9-12	3779
RUSSIAN K-12	625
SOCIAL SCIENCE 5-9	16677
SEVERE DEVELOPMENTAL DISABILITIES K-12	85
SOCIAL SCIENCE 9-12	16679
SPANISH K-12	635
SPECIAL READING K-12	815
SPEECH AND THEATRE 5-9	6577
SPEECH AND THEATRE 9-12	6579
TECHNOLOGY AND ENGINEERING 5-9	25477
TECHNOLOGY AND ENGINEERING 9-12	25479

ADMINISTRATION	
CAREER EDUCATION DIRECTOR 7-12	8000819
PRINCIPAL K-8	183
PRINCIPAL 5-9	1877
PRINCIPAL 7-12	189
SCHOOL LEADER K-12	9968115
SPECIAL EDUCATION ADMINISTRATION K-12	115
SUPERINTENDENT K-12	205

STUDENT SERVICES	
SCHOOL COUNSELOR 7-12	799
SCHOOL COUNSELOR K-8	793
SCHOOL COUNSELOR K-12	795
SCHOOL PSYCH EXAMINER K-12	785
SCHOOL PSYCHOLOGIST K-12	105
SPEECH/LANGUAGE PATHOLOGIST B-12	16412

### Appendix B: Appeals Process for 2022 EPP-APR Release

An appeal is the formal procedure for requesting that DESE revisit, recalculate, rescore, or otherwise alter a specific standard and indicator. This memorandum provides guidance on the EPP-APR appeal process.

DESE will notify EPPs annually of the beginning and end dates of any data review periods in a memorandum addressed to the Dean or Unit Leader. To submit any standard and indicator to be appealed for your certification candidate, you must use the <u>DESE appeals form.</u>

#### Assessment Appeals

If an EPP believes a certification candidate's certification assessment was scored incorrectly, the EEP must follow the policies set by Educational Testing Service and/or Evaluation Systems group of Pearson in order to have the assessment rescored. Request rescores early so DESE receives the new results in time to be reflected in the APR. The test taker must initiate the request for the rescoring and include the cost of the rescoring.

#### General Appeals

EPPs have the right to appeal any numeric data included in the APR. Concerns that are unrelated to the assessment appeals procedure noted above are handled on a case-by-case basis. General appeals must be submitted on DESE's appeals form and be accompanied with documentation to support the appeal.

The timeframe for appeals is from November 14, 2022–December 2, 2022. Approved appeals are reflected in the final APR according to the APR 2022 Calendar.

Once an EPP-APR is final, data included in that EPP-APR may not be appealed. Corrections made to prior data will not affect an EPP-APR report that has already reached the final status. These changes will be made in subsequent years that are affected by the appeal.

#### Appeals Form

A formal appeals form established to capture the following information regarding the appeal:

- Student name
- Date of birth
- Last five digits of the Social Security Number
- Certification program
- Performance indicator
- Completer year
- Exam date, if applicable
- Exam score, if applicable
- Supporting documentation or additional notation is attached
- Comments for the reason of the appeal
- Signed by the dean or unit leader

### Notification of Appeal Status

In order to be considered, all requests for appeals must be received before the date specified in the APR 2022 Calendar. Notification of approval or denial of appeals, addressed to the dean or unit leader, will be postmarked on or before the date specified in the APR 2022 Calendar.

### Appendix C: GPA Reporting Requirements by Certification Program

CONTENT Of A is the Of A for approved courses that DESE lists on the to meet the content for certification requirements. For
example, Mathematics 9-12 certification requires specific courses in mathematics. An approved program should have a list of
approved courses on file with DESE. The GPA for these content courses is what is meant by "Content Area GPA." GPA is
provided on a 4.00 scale (two decimal points).
K-12 FAMILY AND CONSUMER SCIENCES
K-12 ART
K-12 DANCE
K-12 FRENCH
K-12 CHINESE
K-12 GERMAN
K-12 HEALTH
K-12 HEBREW
K-12 ITALIAN
K-12 JAPANESE
K-12 LATIN
K-12 LIBRARY MEDIA SPECIALIST
K-12 MUSIC - INSTRUMENTAL
K-12 MUSIC - VOCAL
K-12 PHYSICAL EDUCATION
K-12 RUSSIAN
K-12 SPANISH
5-9 AGRICULTURAL EDUCATION
5-9 BUSINESS EDUCATION
5-9 GENERAL SCIENCE
5-9 LANGUAGE ARTS
5-9 MATHEMATICS
5-9 SOCIAL SCIENCE
5-9 SPEECH AND THEATRE
5-9 TECHNOLOGY AND ENGINEERING
9-12 AGRICULTURAL EDUCATION
9-12 BIOLOGY
9-12 BUSINESS EDUCATION
9-12 CHEMISTRY
9-12 EARTH SCIENCE
9-12 ENGLISH
9-12 GENERAL SCIENCE
9-12 JOURNALISM
9-12 MARKETING
9-12 MATHEMATICS
9-12 PHYSICS
9-12 SOCIAL SCIENCE
9-12 SPEECH AND THEATRE
9-12 TECHNOLOGY AND ENGINEERING

CONTENT GPA is the GPA for approved courses that DESE lists on file to meet the content for certification requirements. For

PROGRAM GPA is for these specific certification areas listed below and for ALL ALTERNATIVE CERTIFICATION
AREAS. Please provide the GPA on a 4.00 scale (two decimal points).
B-3 EARLY CHILDHOOD EDUCATION
B-3 EARLY CHILDHOOD SPECIAL EDUCATION
B-12 BLIND/PARTIALLY SIGHTED
B-12 DEAF AND HEARING IMPAIRED
B-12 SEVERE DEVELOPMENT DISABLE
K-12 MILD/MODERATE CROSS-CATEGORICAL SPECIAL EDUCATION
K-12 SPECIAL EDUCATION ADMINISTRATION
1-6 ELEMENTARY EDUCATION
K-8 SCHOOL COUNSELOR
7-12 SCHOOL COUNSELOR
K-12 SCHOOL COUNSELOR
K-8 PRINCIPAL
5-9 PRINCIPAL (CANNOT STAND ALONE)
7-12 PRINCIPAL
K-12 SCHOOL LEADER
K-12 SUPERINTENDENT
Not Applicable (N/A) GPA. Please provide demographic information on for completers of the following programs.
9-12 DRIVER EDUCATION
9-12 ROTC
B-12 SPEECH/LANGUAGE PATHOLOGIST
K-12 ENGLISH LANGUAGE LEARNERS
K-12 GIFTED EDUCATION
K-12 SCHOOL PSYCHOLOGICAL EXAMINER
K-12 SCHOOL PSYCHOLOGIST
K-12 SPECIAL READING
1-6 MATH SPECIALIST

#### **Appendix D: Completing the Data Collection Template**

Completing the APR Data Collection Template is required for the APR. Below are the necessary steps that need to be followed to complete the template correctly prior to submission.

Access the APR Data Collection Template on the Educator Preparation webpage under <u>Educator Preparation Data Resources</u>. Look for the 2022 Annual Performance Report section under the header Data Collections. There will be a hyperlink to an Excel file under the header of Data Template.

The following information will need placed in each cell (please note there is no dropdown for cells to allow for copying/pasting):

- Collection Version Collection Version number determined by DESE should include **2022ALL1.0EDPrep**. (required)
- Current School Year Requires four digits. This is the ending year of the current school year just completed. For example, for the 2021-22 school year use **2022**.
- Reporting Ed Prep Program Requires six digits. DESE has assigned six digit college codes that can be located by clicking here.
- Last Name Legal last name of completer (required)
- First Name Legal first name of completer (required)
- Middle Name Legal middle name of completer (not required)
- Suffix Legal suffix of completer (not required)
- Date of Birth Required in this format (mm/dd/yyyy) and the date of birth must be over the age of 16 and under the age of 100 as of September 1 of the current school year reporting.
- Social Security Number Required and must be in this format (XXXXXXXXX) and cannot be the number 999999999. If no SSN, please report the Student ID (no letter only numbers) and put "Student ID No SSN" in the Comments box (column T).
- Gender Report the student's gender at time of completion of the program (required).
  - o M Male
  - o F Female
  - o O Non-Binary/Other
  - o N No Gender Reported
- Race/Ethnicity Report the student's race/ethnicity at time of completion of the program (required).
  - o A Asian
  - o B Black or African American
  - o H Hispanic/Latino of any race
  - o I American Indian or Alaska Native
  - o W White
  - o P Native Hawaiian or Other Pacific Islander
  - o M Multi-Racial
  - O Other/Unknown
- Subject Area Please find code in Appendix A that matches the certification the completer is seeking (required).
- GPA Type Please identify the GPA Type Code for the GPA being reported on the completer (required).
  - o C Content (Everything will be reported as a "C" this year expect for those in the "Not Applicable" on page 59)
    - N Not Applicable
- GPA The GPA for approved courses that are listed on file with DESE to meet the certification requirements (required if GPA Type is a C).
- Content GPA The GPA for approved content courses that the EPP is using to meet certification requirements.
  - o In Secondary and most K-12 programs, this will be part C of the matrix. From the Middle School matrix use part A.5. (required)
  - o "NA" must be inserted in this cell if the program does not have an explicit Content GPA (e.g. Elementary, Early Childhood Special Education, School Counselor.)
- Pedagogical GPA The GPA for approved pedagogy courses that the EPP is using to meet certification requirements.
  - o In Secondary and most K-12 programs, this will be parts A & B of the matrix. From the Middle School matrix, use A.1 A.4 & Section B for Pedagogical GPA.) (required)
  - o "NA" must be inserted in this cell if the program does not have an explicit Pedagogy GPA (e.g. Elementary, Early Childhood Special Education, School Counselor.
- Program GPA The GPA for all approved courses that the EPP is using to meet certification requirements. (required)
  - o "NA" must be inserted in this cell if the program does have explicit Content and Pedagogy GPAs (e.g. Elementary, Early Childhood Special Education, School Counselor).
  - o This will be everything listed on the matrix for courses listed in Program GPA of Appendix C.

- Ed Prep Program Type This is the path taken towards certification (required).
  - o TD Traditional
  - o NT Non-Traditional
  - o AT Associates of Arts in Teaching
- Completion Year This is the four-digit requirement (required). (ex. 2022)
- Comments This is anything that needs to be stated about the completer (ex. SSN is Student ID and not true SSN).
- CT Standard 1-9 (required)
  - o Teacher It must be between 0 and 4 with a single decimal point (#.#) if Ed Prep Program Type is "TD" and "NT". If Ed Prep Program Type is "AT" and you will place an "NA" in all CT Standard cells.
  - O Counselor (Will only be CT Standards 1-5 and place an "NA" in CT 6-9) It must be between 0 and 4 with a single decimal point (#.#) if Ed Prep Program Type is "TD" and "NT". If Ed Prep Program Type is "NA" and you will place an "NA" in all CT Standard cells.
  - School Leader Will be "NA" for CT Standards 1-9
- US Standard 1-9 (required)
  - o Teacher It must be between 0 and 4 with a single decimal point (#.#) if Ed Prep Program Type is "TD" and "NT". If Ed Prep Program Type is "NA" and you will place an "NA" in all CT Standard cells.
  - O Counselor (Will only be CT Standards 1-5 and place an "NA" in CT 6-9) It must be between 0 and 4 with a single decimal point (#.#) if Ed Prep Program Type is "TD" and "NT". If Ed Prep Program Type is "AT" and you will place an "NA" in all CT Standard cells.
  - School Leader Will be "NA" for CT Standards 1-9
- MPEA Performance Score (required)
  - Teacher An "NA" will be placed in this cell if candidate is completing a teacher program.
  - o Counselor An "NA" will be placed in this cell if candidate is completing a counselor program.
  - O School Leader It must be between 0 and 16 (# or ##) if Ed Prep Program Types is "TD" and "NT". If Ed Prep Program Type is "AT" and you will place an "NA" in the MPEA Performance Score cell.
- Mission Statement (required)
  - O Place your Educator Preparation Program's mission statement within this cell.
    - 100 word limit
- Descriptive Statement (required)
  - o Place a descriptive statement about your Educator Preparation within this cell.
    - 250 word limit

Education Preparation Programs (EPPs) must report a <u>summative</u> score for each <u>Missouri Educator Evaluation System (MEES)</u> standard based on the following guidelines for teachers.

- Traditional (TD)
  - o Cooperating Teacher (CT)
    - Standards 1, 2, 3, 4, 5, 6, 7, 8, 9
    - Score range between 0–4 (#.#)
  - University Supervisor (US)
    - Standards 1, 2, 3, 4, 5, 6, 7, 8, 9
    - Score range between 0–4 (#.#)
- Non-Traditional (NT)
  - Cooperating Teacher (CT)
    - Standards 1, 2, 3, 4, 5, 6, 7, 8, 9
    - Score range between 0–4 (#.#)
  - University Supervisor (US)
    - Standards 1, 2, 3, 4, 5, 6, 7, 8, 9
    - Score range between 0–4 (#.#)
- Associate of Arts in Teaching (AT)
  - o Cooperating Teacher (CT)
    - Standards 1, 2, 3, 4, 5, 6, 7, 8, 9
    - Score is NA
  - o University Supervisor (US)
    - Standards 1, 2, 3, 4, 5, 6, 7, 8, 9
    - Score is NA

### Missouri Educator Evaluation System (MEES)

Education Preparation Programs (EPPs) must report a <u>summative</u> score per MEES indicator based on the following conditions for school counselors:

- Traditional (TD)
  - o Site Supervisor (CT)
    - Standards: 1, 2, 3, 4, and 5
      - Score range between 0–4 (#.#)
    - Standards: 6, 7, 8, and 9
      - Score is NA
  - O University Supervisor (US)
    - Standards: 1, 2, 3, 4, and 5
      - Score range between 0–4 (#.#)
    - Standards: 6, 7, 8, and 9
      - Score is NA

### Missouri Professors of Educational Administration (MPEA Performance Assessment)

Education Preparation Programs (EPPs) must report a <u>summative</u> score per MPEA indicator based on the following conditions for school leaders:

- Traditional (TD)
  - University Supervisor (US)
    - Standards: 1, 2, 3, 4, and 5
      - Score range between 0–16 (##)
    - Standards: 6, 7, 8, and 9
      - Score is NA

### Appendix E: Required Program Actions and Options for Support

Once accreditation status is initiated, the following Program Actions and Options for Support will be implemented.

Situation	Required Actions	Support Options <sup>1</sup>
First year earning 70 percent of points	Develop a general response with a strategy	OEQ review and
or fewer	<ul> <li>Response maintained on file with Office of Educator Quality (OEQ)</li> </ul>	feedback  • Board feedback
Second consecutive year earning 70	Create an improvement team	• DESE resources
percent of points or fewer	<ul> <li>Develop an improvement plan</li> </ul>	available
	<ul> <li>Present to the Board for approval</li> </ul>	Intra-institution support
	<ul> <li>Send first status letter to students</li> </ul>	Peer program support
Provisional Accreditation status	<ul> <li>Program improvement team reports progress to</li> </ul>	available
earning 70 percent or more of points	Board	National consultation
possible		
Provisional Accreditation status	<ul> <li>Program improvement team reports progress to</li> </ul>	
earning fewer than 70 percent of	Board	
points possible	<ul> <li>Second and final status letter to students</li> </ul>	

<sup>&</sup>lt;sup>1</sup> **Department resources** – research and resources on curriculum, evaluation, professional learning, etc.; **Intra-institution support** – assistance offered by programs within the same institution; **Peer program support** – feedback, support, resources, etc. provided by like programs (i.e. elementary education, middle school math, etc.) from other institutions; **National consultation** – use of available research laboratory materials and trainings. A sequence of determinations and supports is initiated when an educator preparation program receives an accreditation designation.